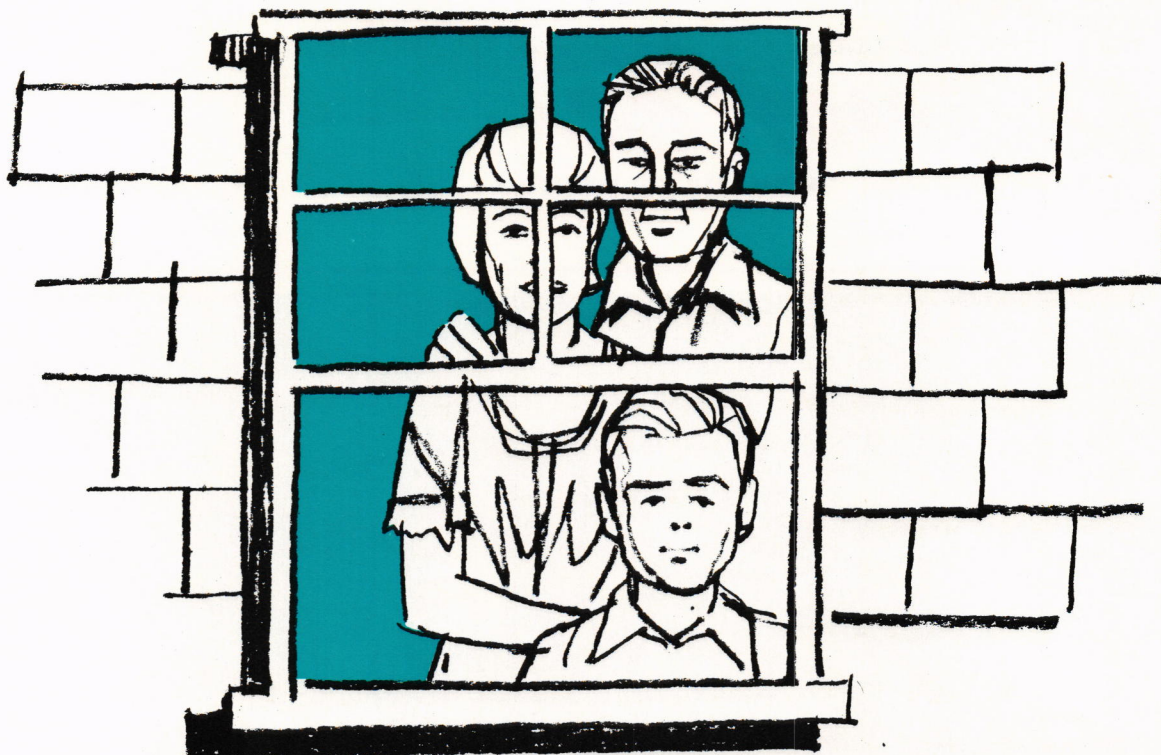


THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

DECEMBER, 1969



Merry Christmas * Happy New Year



LABOR'S PLACE IN HISTORY

ONCE UPON A TIME in Europe, a major city in need of revenue decreed a tax upon windows. If you had a large house with a lot of windows you paid a lot of additional tax. If you had a small house with only a few windows, you still paid additional tax—but not so much.

The result was that rich people with large houses and an ability to pay the extra tax did so and retained their windows. But low-paid wage earners, strapped by meager budgets, bricked up their windows. A whole new architectural style evolved in housing as homes were constructed like square boxes of windowless walls. (But the new homes of the wealthy continued to have windows.) The result of this tax inequity was that the mass of working people began living in the shadows of candlelight in the daytime as well as at night. The rich continued to enjoy the sun through their windows.

Somewhat the same situation exists in the United States today as a result of an unfair and inequitable tax system which places a disproportionate share of the tax burden upon low, moderate and middle income families. In a very real sense, such families have no "windows" in their houses. At the same time, wealthy individuals are protected by loopholes from paying their just share of the tax burden and so enjoy their "windows."

Today's "windows," while not so simple, are just as important insofar as bringing light into the lives of millions of American workers. Now it is a matter of health care, education and job opportunity; for hundreds of thousands it still involves the daily struggle for the basics of food, clothing and shelter.

The budgets of working people no longer can afford to support the tax loopholes which permit the wealthy to take full advantage of the fact of *being* wealthy. The need for fair and equitable tax structure has become crucial to the low income wage earner.

That is why the Alliance for Labor Action, at its founding conference last May, included a resolution on tax reform in its list of goals. The ALA committed itself to "work for sweeping and drastic reform of federal, state and local tax systems to make them more equitable based upon the principle of ability to pay."

Depletion allowances, tax credits and other forms of loopholes were cited as policies that permit the holders of corporate wealth to escape paying billions of dollars a year in taxes. Staunch opposition to these practices was taken by ALA. Furthermore, ALA committed itself to join with others equally devoted to the idea of basic tax reform.

Finally, the ALA resolution defined the frame of the diminishing "window" through which today's wage earner finds himself peering:

"What good does it do to have the best contract in the world, providing for decent and adequate wages, if the tax system in this country syphons away those wages, and also syphons away the dignity of the wage earner who knows that the rich are not paying their fair share?"

National

Labor News Wrapup



LOUISVILLE, KY.—General Electric went to a lot of expense to zero-in video tape recorders and microphones on pickets at its Louisville plant, saying it needed to "record any misconduct" for "appropriate legal action."

UNDATED—The Carpenters, Plumbers and Electrical Workers recently signed a contract with Prestige Structures, Inc., maker of prefabricated homes built in a factory as a module or package and then erected on homesites anywhere in the country. The company is headquartered in Charlotte, Mich.

WASHINGTON, D.C.—Commerce Secretary Maurice H. Stans has come out in favor of supporting an Administration plan to cut the minimum wage for teenagers to about \$1.25 an hour from the present \$1.60 scale.

HOLLYWOOD, CALIF.—Charlton Heston was reelected president of the Screen Actors Guild by a margin of better than 3 to 1 over his opponent. More than 6,000 ballots were cast.

MIAMI BEACH, FLA.—Both the American Bakery & Confectionery Workers AFL-CIO and the independent Bakery and Confectionery Workers planned special conventions on a proposed merger. If delegates approve, a joint convention was scheduled to follow.

WASHINGTON, D.C.—The rate of work injuries in manufacturing during 1968 continued at the same rate as 1967, according to the Labor Department. The number of disabling injuries was 14 per million man-hours worked last year.

WASHINGTON, D.C.—The International Association of Siderographers claims, with 25 members, to be the smallest international union in the land. Siderographers produce the original engravings for stamps, money and stocks.

WASHINGTON, D.C.—The powerful J. P. Stevens textile chain has been found guilty of unfair labor practices for the seventh time and has been ordered to bargain with the Textile Workers Union of America.

NEW YORK CITY—Umpires Alex Salerno and Bill Valentine—who have filed a million-dollar suit against the American League—told the court they were fired because they were "organizing the American League umpires for collective bargaining."

WASHINGTON, D.C.—The Labor Department's national-computerized Job Bank program, by which it tries to match the unemployed with jobs, will be extended to 55 major cities during the current fiscal year. The program originally operated in seven cities.

WASHINGTON, D.C.—Robert D. Moran, federal wage-hour administrator, says wage rates for handicapped workers have been falling behind and should be increased. In 1968, average hourly earnings for handicapped workers amounted to 76 cents.

NEW YORK CITY—Philip Taft, noted labor historian, told an educational forum recently that "more people have been killed to establish the right to belong to a union than for the programs of any other reform or civic organization."

ASHEVILLE, N.C.—More than 2,000 black and white union members marched in the rain recently to protest a proposed county sales tax and also to protest the Carolina Power & Light Co.'s use of an out-of-state anti-union contractor.

WASHINGTON, D.C.—A Department of Labor survey reveals that South Atlantic states led the country in the rate of job growth during the past 7 years, but still lag far behind in wage rates.

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European Unionism



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**From
The**



FIELD

Oakland Officer Retires After 30-Year Career

Frank Romero, Jr., secretary-treasurer of Teamster Local 750 in Oakland, Calif., recently announced he would retire rather than seek reelection. Friends and associates of Romero honored him with a testimonial dinner in recognition of his 30-year career in the trade union movement.

Teamster Pioneer Dies in So. Calif.

William A. Meyers, one of the original organizers of Teamster Local 683 in San Diego, Calif., died recently at the age of 70 following a heart attack.

Meyers, a warehouseman before retirement, helped organize the local union in 1939.

Syracuse Teamster Wins State Notice

Jack Anderson, a member of Teamster Local 317 in Syracuse, N.Y., and a driver for Syracuse Tank & Manufacturing for the past 13 years, recently received the "Driver of the Year for New York State" award from the American Trucking Assn.

Florida Teamster On State Commission

J. D. Carpenter, president of Teamster Local 512 in Jacksonville, Fla., recently was appointed to the newly-created Florida Commission on Human Relations by the Speaker of the Florida House of Representatives.

The 18-member commission will work toward improving the opportunities for all Floridians in the areas of employment, housing and education.

Produce Driver Retires After 55 Years on Job

When Nick Leal of Teamster Local 542 in San Diego, Calif., first started to work in that city's wholesale and fruit and vegetable market in 1914 he was paid 50 cents a day for driving a horse and wagon.

Leal retired recently after 55 years' work. His

first Teamster retirement check totaled more than \$1,100.

Minneapolis Officer On City Commission

Antonio G. Felicetta, secretary-treasurer of Teamster Local 792 in Minneapolis, Minn., recently was named by Mayor Stenvig to serve on the city's Commission on Human Relations. He was named to complete an unexpired term. The mayor indicated the Teamster officer would be reappointed for a full term.

Rochester Local 118 Helps Color Guard

General Vice President Frank E. Fitzsimmons recently received a letter of appreciation from The Aquinas Institute of Rochester, N.Y., for the generous response of Teamster Local 118 of Rochester to the needs of the Institute's color guard of 25 boys.

The color guard, a precision drill team, was among the units competing for national recognition in conjunction with the American Legion's annual convention in Atlanta, Ga., recently.

The boys washed cars, collected junk and distributed telephone books to earn money for the trip but still fell short of their goal. That was when Local 118 stepped in with a generous donation to take up the slack and make the trip possible.

Champion Teamster Retires in West

Cerefino Garcia, one-time middleweight boxing champion of the world and a member of the Teamsters Union for the past 27 years, retired recently from his job at Western Craft.

His final local union affiliation was with Teamster Local 692 in Long Beach, Calif., but he also was attached through the years to Locals 208 in Los Angeles, 399 in Hollywood, Calif., and 578 also in Los Angeles.

Garcia came to the United States in 1931 after winning the lightweight championship of the Philippine Islands, and went on to win the world middleweight crown.

Among his formidable foes in the ring were 3-crown holder Henry Armstrong, Barney Ross and Fred Apostole, all champs in their divisions at times.

The 63-year-old Garcia, originator of the bolo punch, is considering opening a gymnasium to teach boxing to boys.

Message of the General Vice President



Christmas, 1969

AS THIS ISSUE of the International Teamster magazine goes into the mails to the membership, the Year 1969 is fast fading into history, with so many of our age-old problems still plaguing us as we prepare to celebrate the Holiday Season.

War rages in the Far and Middle East at a time when Christians celebrate the birth of the Prince of Peace, and non-Christians join in a period when the world exudes expressions of good will and fellowship.

Hunger and poverty in our country deny good health and happiness to 25 million of our citizens, by conservative estimates.

There is great division in our country, with polarization of diverse political philosophies, and with a continuation of the generation gap causing great upheaval in our land.

Racial bias still blinds men's minds to solutions to problems which must be solved if the United States is to survive in its present form.

Even our natural environment is so polluted that there are those who tell us that we can exterminate the human race within the next 10 years.

These are some of the great problems which were with us last Christmas, the Christmas before, and for as long as some of us can remember.

With all of that in mind, the pessimists proclaim that there is really not too much to be jolly about, that there is not really too much to celebrate.

I do not go along with the pessimists. I sincerely believe that it is a season to be jolly, and a season when we can rededicate ourselves to solving our problems in the spirit of Peace on Earth and Good Will Toward Men.

Certainly winning the peace in Vietnam is foremost on the minds of all men and women, whether they be from one school or the other on just how the peace should be won. We are divided only in degree on the Vietnam peace issue, and certainly there are men of good will in all parts of the world who are working for peace in the Middle East, too.

Certainly the question of rampant hunger in our midst is now out in the open, and although we still

turn to Christmas baskets instead of permanent solution to the question of hunger, there is hope that this glaring need of so many of our brothers and sisters will be eradicated in the next year or two. There is reason for hope.

The impatience of our youth is now a matter of record, and although the methods of protests sometimes turn our stomachs, there are those who are willing to listen to the young, those who respect its point of view, and hopefully the generation gap will be bridged.

One of the things which has made this country great has been difference of opinion and the right to express those differences. I believe that the division among men will serve as the catalyst to move all of us toward the solution of our problems.

While there are some who would have us believe that discrimination is a problem of unions, or of a geographical region, the truth is that bias is a human problem, and slow progress is being made in this regard.

So, it is the challenge of the times which gives me hope as we enter the Holiday Season. We have met challenge before and have prevailed. If, during Christmas, 1969, we rededicate ourselves to the true meaning of Christmas, certainly glorious days are ahead.

And, in that spirit, I extend a Merry Christmas and Happy New Year to the entire membership of the International Brotherhood of Teamsters, on behalf of the general executive board of this great union.

STATE OF THE UNION

Getting Ready

National Master Freight Committee Holds Initial Meeting on Proposals

AN INITIAL meeting of the National Freight Industry Negotiating Committee to prepare a proposal for the second renewal of the National Master Freight Agreement was held in Washington, D.C., November 18-19 under the chairmanship of General Vice President Frank E. Fitzsimmons.

Both days were marked by full discussion of 2,500 pages of contract proposals sent in from local unions around the nation. Each day's work extended into the night.

Fitzsimmons said that representa-

tives of local unions with jurisdiction under the National Master Freight Agreement would meet in Chicago, Ill., December 8th. There they will consider the results of the work by the screening committee and come up with a contract recommendation.

A first meeting with Trucking Employers, Inc., spokesman for the employers, is scheduled for January 7, 1970.

The current National Master Freight Agreement runs until midnight, March 31st, 1970, for an estimated 450,000

over-the-road and city cartage drivers, mechanics, and related job categories.

In the Washington meeting, each of the four Area Conferences—at Fitzsimmons' request—named three members to review monetary proposals with the National Freight Industry Negotiating Committee.

The remainder of the 75 committee members was split into Area and Industry groups to study special supplement proposals.

Before the work actually got underway, Fitzsimmons pointed out that,

Seventy-five members of the National Freight Industry Negotiating Committee listen attentively as the session

opens to consider contract proposals for over-the-road and city cartage freight.





General Vice President Fitzsimmons noted that freight contract proposals were varied and wide-ranging in scope. The

committee met for two full days and nights.

as expected, the proposals were extremely varied and were wide ranging in scope. He pointed out, too, that in some respects there was a great similarity of proposals which indicated a relatively uniform demand of the membership which would have to be considered very carefully.

Fitzsimmons reviewed briefly the past experience in National Master Freight Agreement negotiations and expressed confident hope that the upcoming contract talks would result in the desired achievement with a minimum of difficulty.

National Master Freight Agreement negotiations three years ago were noteworthy for several reasons.

For one thing, the agreement was

given its stamp of approval by nearly 70 per cent of the members eligible to vote. They cast their ballots in the largest union mail referendum ever conducted. The counting, under the supervision of the U.S. Department of Labor, resulted in a 4-to-1 okay of the final proposal. A Teamster pledge that the Union would never engage in a nationwide strike to obtain its objectives in national bargaining was strengthened. News media—repeating a fright campaign conducted during the initial master contract negotiations in 1964—were embarrassed to find that the throttling strike they envisioned did not materialize.

However, the country was subjected to a two-day shutdown of trucking

services when the employers locked Teamsters out of their jobs during the closing days of the talks in an effort to create an atmosphere of crisis in which management's friends in Congress could generate anti-strike and anti-labor legislation.

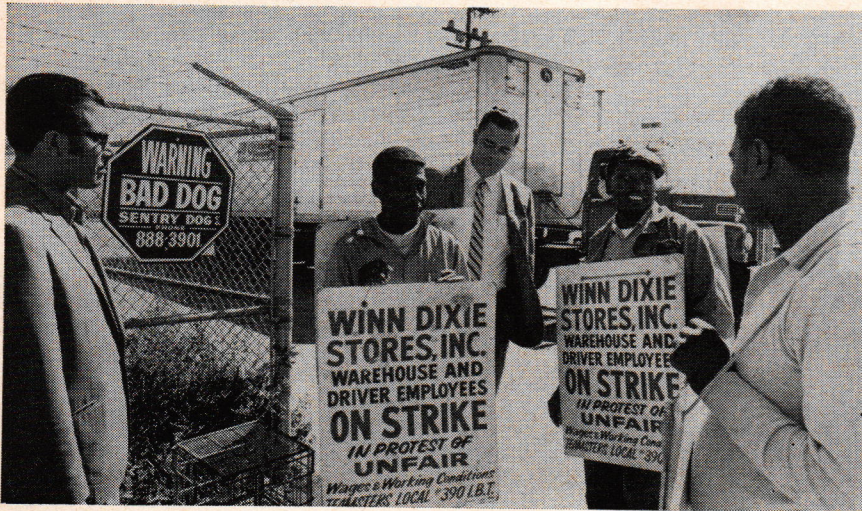
The effort collapsed in failure, however, because Fitzsimmons and the Union negotiating committee refused the bait. Through their insistence, the then Labor Secretary, W. Willard Wirtz, and officials of the U.S. Mediation and Conciliation Service were brought to the bargaining table.

The union, ignoring the provocation, increased the intensity of its collective bargaining techniques and the settlement was reached.

At the opening session were (left to right) International Vice Presidents William Presser of Cleveland, William McCarthy of Boston, Joseph Trerotola of Washington, D.C., Harold Gibbons of St. Louis. Also on hand were Vice Presidents Murray W. Miller of Dallas, Harry Tevis of Pittsburgh and Dominick Calabrese of New Jersey.

Here's a full view of the negotiating committee studying basic proposals for the contract. Smaller screening committees were also at work on area and industry supplements.



Contract in New Orleans**Strike-Boycott Continues
Against Winn-Dixie Chain**

Members of Local 390 in Miami, Florida, walk the picket line in a year-long battle to win a contract with Winn-Dixie. Winn-Dixie employees voted in a National Labor Relations Board election for representation by Local 390 and established their picket line when negotiations for an agreement mired down.

A CONTINUING campaign among the employees of Winn-Dixie grocery chain by the Teamsters and the Meat Cutters has resulted in a breakthrough which gives hope that this last of the major grocery chains to remain unorganized will finally accept collective bargaining with the two unions.

Local 270 in New Orleans, La., has achieved a signed agreement for drivers and warehousemen in that city, after a long campaign that included three efforts to decertify the union which were rebuffed by the employees involved.

While an agreement has been achieved in New Orleans, members of Local 390 in Miami, Fla., are in the second year of a strike against Winn-Dixie in an effort to obtain a contract after having certified Local 390 as their bargaining agent in a National Labor Relations Board election.

As a result of the strike in Miami, the Teamsters and the Meat Cutters have been conducting a consumer boycott of Winn-Dixie. The two unions have been distributing handbills at the firm's outlets.

The boycott not only supports Local 390 in its efforts to obtain a contract but also indirectly bolsters the efforts of the Meat Cutters in Jacksonville, Florida, where negotiations for an

agreement have dragged out for almost a year.

Down through the years in the campaign by the Teamsters and the Meat Cutters to extend collective bargaining to Winn-Dixie employees, this company has been found in violation of the labor law of the land six times since 1959.

The company has been fined for criminal contempt of the federal courts for interfering with the employees right to organize and bargain collectively.

The National Labor Relations Board has ordered Winn-Dixie to reimburse employees it fired for joining the union of their choice, discharges in violation of the law.

Handbills being distributed in the Winn-Dixie boycott explain this action by the company and urges the consumer to support the efforts of the employees to gain collective bargaining.

While making this appeal, the handbill does not ask any employee of Winn-Dixie stores, or other personnel doing business with the stores, to refuse to sell, pickup, display, or deliver or transport goods or perform any services connected with the products of Winn-Dixie or Kwik-Chek.

Winn-Dixie is one of the giants in the grocery chain industry. Al-

though it stands only 8th in total sales among the grocery giants, it stands number four in net income. It is the only major grocery chain in the nation to realize more than two per cent net income as a percentage of its gross sales—a total of 2.26 per cent.

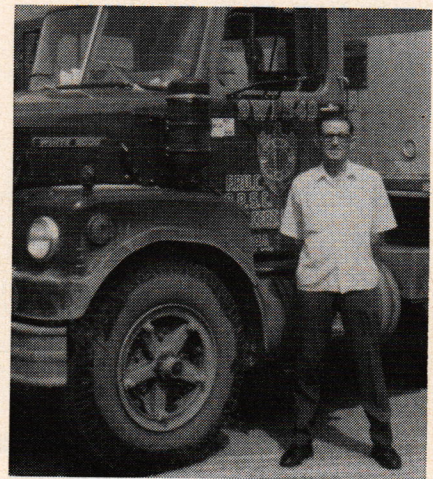
Operating completely in the South, the company has taken advantage of open shop laws and other anti-labor tactics in its continuing defiance of its employees right to organize and bargain collectively.

Truck Freight Up 6.1% in 2nd Quarter

The volume of intercity freight tonnage hauled by truck in the second quarter of 1969 was 6.1 per cent higher than the volume in the same quarter in 1968.

The American Trucking Assns., Inc., reported that 2,424 intercity common and contract motor carriers of property transported 159,937,903 tons in intercity freight in the April-June period this year. The total for the same three months in 1968 was 150,725,293 tons.

Areas experiencing the greatest increases in tonnage were New England with 11.2 per cent and the Southern area with 10.9 per cent. All other regions registered gains of 6 per cent or more with the exception of the Central region's increase of 0.6 per cent.

Retiree Travels

Albert E. Durham, a recent retiree from Teamster Local 512 in Jacksonville, Fla., and a former driver for Central Truck Lines, took a trip through Europe as one of his first projects.

In California

Discriminate Discharge Case Won by Teamster Local 624

Marco Paper Products Co., of San Rafael, Calif., violated the law by discriminatorily firing Otis Gay because of his activity for Teamster Local 624 of Novato, Calif., and by granting a wage increase to another employee in an effort to thwart the union's organizational efforts.

The ruling by a majority of the National Labor Relations Board panel affirmed the findings of the trial examiner who found that the General Counsel provided strong support for a conclusion that Gay's termination was discriminatorily motivated.

Gay was the union's principal protagonist within the plant and, since the plant was small, it was decided that the employer was aware of Gay's activities. Furthermore, Gay was fired at the height of Local 624's orga-

nizing campaign, despite job seniority and acknowledged competence at his work.

The examiner also found that the company gave Robert Sparkman a pay hike upon learning of his union activities, and that this action was calculated to interfere with the organizational rights of the employees.

The company was ordered to cease the unlawful conduct, offer reinstatement to Gay and make him whole for any losses suffered.

• In Ontario

The Canada Labour Relations Board recently certified Teamster Local 879 of Hamilton, Ont., as the bargaining representative for 20 employees of Maroney's Express Ltd.,

in St. Catherine, Ont., which hauls mail for the Post Office Department.

Two Ballots Won by Airline Div.

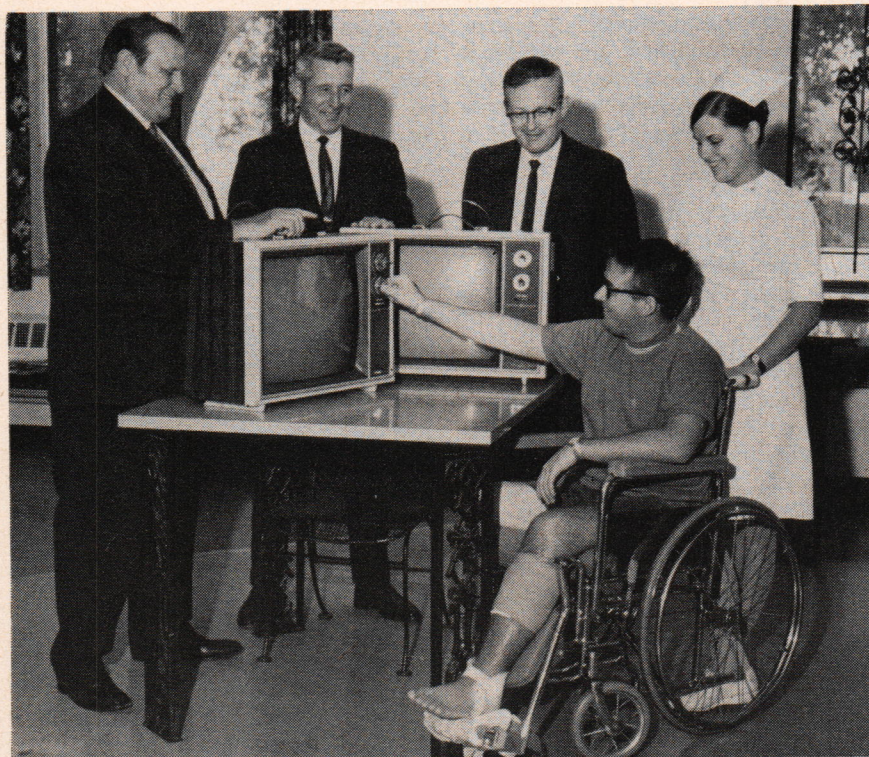
The Teamsters Union Airline Division recently won two elections conducted by the National Mediation Board at Avianca Airlines and the East Side Airlines Terminal Corp., both in New York City.

H. J. Breen, director of the Airline Division, said 91 clerical, office, fleet and passenger service employees of Avianca voted overwhelmingly for the Teamsters to dump the Brotherhood of Railway Clerks. There were 86 Teamster votes, none for the BRC, and two ballots were voided.

East Side Airlines Terminal Corp., baggagemen and check room attendants, previously unorganized, voted 32 for the Teamsters, 10 for other unions, and one ballot was void. Forty-three were eligible to vote.

Breen said the new members at Avianca would hold membership in the following unions which participated in the organizing campaign: Local 19 in Dallas, 732 in New York City, 769 in Miami, and 2707 in Los Angeles. The East Side members are represented by Teamster Local 732 in New York City.

Members Give TV's



Members of Teamster Local 544 of Minneapolis, Minn., recently brightened the recreation room for patients of the Kenny Rehabilitation Institute by donating two television sets. Steve Peterson of Baldwin, Wis., is shown tuning in on the airwaves. Looking on are (left to right): Fred Snyder, Local 544 secretary-treasurer; Charles Madden, Local 544 president; Kenneth Boyum, Institute official, and Nurse Cheryle Reinertsen.

Local Scores Three Wins In Connecticut

Teamster Local 677 of Waterbury, Conn., recently gained three new bargaining units totaling more than 100 workers by election and by recognition.

George V. Emr, Local 677 secretary-treasurer, said the union won recognition from County School Bus Services, Inc., of Dansbury, Conn., for 100 drivers, mechanics and yardmen based on a count of signed authorization cards.

Eight salesmen and merchandisers employed by Diamond Ginger Ale, Inc., of Watertown, Conn., voted unanimously for Local 677 in a National Labor Relations Board election.

Drivers and warehousemen employed by CryoDyne Corp., Seaberg Welding Supply of Danbury voted 4 to 1 in favor of Local 677 in an NLRB ballot.

Backpay Won For Local 789 Member

Edward J. Radcliff, a member of Teamster Local 789 in Fairmont, W.Va., was awarded \$1,000 and interest for loss of pay suffered in a discrimination case decided by the National Labor Relations Board recently.

Radcliff, a former employee of W. S. Thomas Transfer, Inc., was offered reinstatement to his former position as part of the decree but rejected the offer, according to Richard A. Boyles, secretary-treasurer of Local 789.

● Beer Firm

Driver salesmen, warehousemen and helpers employed by Evans Distributing Co., a beer distributor in Monroe, La., voted overwhelmingly for representation by Teamster Local 568 of Shreveport, La., in a recent National Labor Relations Board election, according to William M. Hays, secretary-treasurer of the local union.

● In California

Drivers, helpers and warehousemen employed by West Coast Liquidators, Inc., of Los Angeles, Calif., a houseware goods company, voted overwhelmingly for representation by Teamster Local 196 of Los Angeles in a recent National Labor Relations Board election, according to Thomas L. Young, secretary-treasurer of the local union.

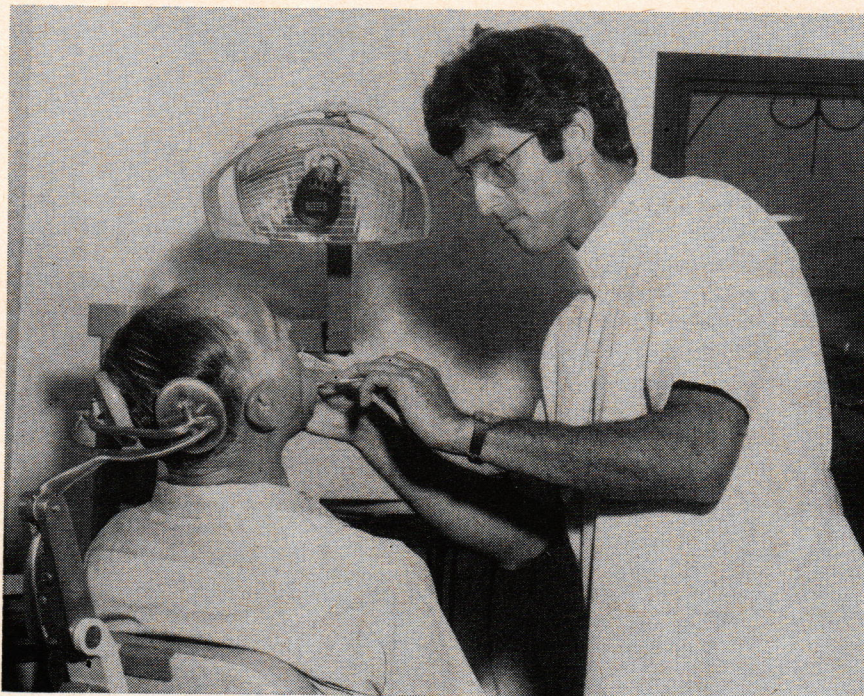
Plant Win Brings 450 To Local 549

A solid majority of production workers at the Holliston Mills, Inc., plant in Kingsport, Tenn., recently voted for representation by Teamster Local 549 of Kingsport in a National Labor Relations Board election.

Maxwell King, Local 549 secretary-treasurer, said 451 employees were eligible to ballot. The vote was 258 for the union and 180 against. Two ballots were voided.

Holliston Mills manufactures textile finishing, book cloth, label cloth, photo cloth and related materials.

First Patient



Earl Benish, a 32-year member of Teamster Local 952 of Orange, Calif., was the first in the chair as a new Teamster Dental Clinic for Locals 952 and 235 members went into operation recently. The facility is designed to handle as many as 400 patients daily. Administering to Benish is Dr. James Kaufman.

In U.S. and Canada

Chemical Workers Ask Support Of IBT in Cyanamid Boycott

The International Chemical Workers Union has asked the International Brotherhood of Teamsters for support in a boycott of all consumer products made by American Cyanamid in the United States and Canada.

In a letter to Teamster General Vice President Frank E. Fitzsimmons, ICWU President Thomas E. Boyle said:

"American Cyanamid stubbornly refuses to negotiate a decent contract with our Local 143 in Pearl River, N.Y. The strike is now in its fourth month and there is no sign of movement at the bargaining table."

Noting that all ICWU local unions have been asked to join in the boycott, Boyle added: "Further, I am asking our people to be on the lookout for products made by Lederle Laboratories (an American Cyanamid subsidiary) and to inquire of their doctor if a substitute product will be an acceptable replacement."

Boyle said the ICWU also was ask-

ing the United Auto Workers—partners along with the Teamsters and the ICWU in the Alliance for Labor Action—to join in the boycott.

The Pearl River strike is against Lederle Laboratories which produces prescription drugs. The strike began last August 30th.

TV Crew Votes for Teamsters

Teamster Local 99 of Rochester, N.Y., recently won the bargaining rights for 30 employees of television station WOKR of Rochester, N.Y., and won a contract after a 12-week strike.

Thomas J. Kenny, Local 99 secretary-treasurer, said the unit consists of announcers, production technicians and engineers. The vote was 20 to 4 in favor of the union.

Old Timers Help

40th Anniversary Celebrated By Local 353 in Seattle

Teamster Local 353 of Seattle, Wash., believed to be the oldest miscellaneous sales driver union in the International Union, recently celebrated its 40th birthday anniversary.

Many old timers and retirees were on hand for the occasion, according to George French, secretary-treasurer, including Dave Cooperman, former president of the union, now 81 years old.

The membership shared in a large cake commemorating the anniversary after short talks by visiting speakers.

Among the speakers was Bill Griffin, retired head of the National Miscellaneous Division and one-time secretary-treasurer of Local 353.

Also appearing were Arnie Weinmeister, president of Teamster Joint Council 28 in Seattle, and Bill Grami, director of organization for the Western Conference of Teamsters.



Bill Griffin, retired director of the National Miscellaneous Division and once secretary-treasurer of Teamster Local 353, spoke at the union's 40th birthday party.

Cutting Teamster Local 353's 40th birthday cake are (left to right): George French, secretary-treasurer; Arnie Weinmeister, president of Joint Council 28, and Bill Grami of the Western Conference.



Warehousemen Go Teamster In Kentucky

By an overwhelming majority, warehousemen and shipping clerks employed by Cowden Distribution Center in Lexington, Ky., voted for representation by Teamster Local 779 in a recent National Labor Relations Board election.

J. D. White, Jr., secretary-treasurer of Local 779, said 125 workers were eligible to ballot at the clothing factory warehouse and distribution center. The count was 112 for the Teamsters and only 6 against.

Shop Steward Wins Election To City Council

Joseph Makara, a member of Teamster Local 648 in Plattsburgh, N.Y., recently won election to the city council as a Republican.

Makara, who had run unsuccessfully for alderman several years, campaigned on a program of education, job opportunity and transportation.

Makara is a plant maintenance man for Metropolitan Petroleum.

● Romero Retires

Frank Romero, Jr., secretary-treasurer of Teamster Local 750 in Oakland, Calif., has chosen to retire rather than seek another term in office.

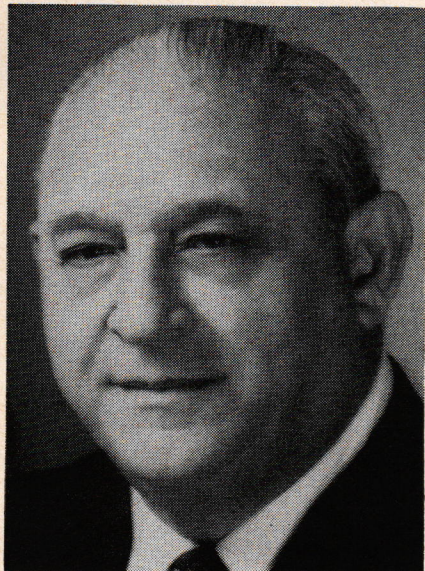
Romero's trade union career spanned a period of 30 years. Friends and associates honored him with a testimonial dinner recently.

Fortune Cookies Beaten

Teamster Local 572 of Long Beach, Calif., recently won a National Labor Relations Board election among production workers at Aladdin Plastics of Gardena, Calif., in spite of management's Chinese fortune cookies packed with anti-union sayings.

Presser Heads Ohio Conference

William Presser, International Union vice president and president of Joint Council 41 in Cleveland, has



William Presser

been re-elected president of the Ohio Conference of Teamsters.

Joining Presser on the Ohio Conference executive board are Ira Farmer, vice president, Cincinnati; Dale Mann, secretary-treasurer, Columbus; Robert Cassidy, recording-secretary, Canton; N. Louis 'Babe' Triscaro, trustee, Cleveland; John Felice, Sr., trustee, Cleveland; and James Feltis, trustee, Springfield.

Five Essays Win Fagan Scholarships

Five children of members of Teamster Local 249 in Pittsburgh, Pa., have won college scholarships with winning essays in the Thomas L. Fagan Scholarship Award Contest named for the president of the local union.

Winning the grants worth \$500 per year for four years—a total of \$2,000—were Florine Rohe, William Haggerty, Geraldine Nicholson, Robert Loos and Ralph Saldamarco.

The scholarship fund is funded by Fagan's salary received as a member of the Pittsburgh City Council.

1966-1968

IBT Leads Growth Pattern In U.S. Union Membership

Union membership in the United States increased by 903,000 from 1966 to 1968 with the largest numerical gain—104,000 members—being registered by the International Brotherhood of Teamsters, according to a recent report by the Bureau of Labor Statistics.

With Teamster membership peaking the two-million mark for the first time in history a year ago, total union membership in the U.S. increased more than 900,000 during the 1966-1968 period.

Not considering the nearly 1,500,000 members lost when the United Auto Workers withdrew, the membership of unions affiliated with the AFL-CIO climbed about 880,000 to close out the 2-year period with a total of 15.6 million members.

National unaffiliated unions as a whole, according to the Bureau of Labor Statistics, had a membership of 4.6 million in 1968, which represented a gain of 1.6 million or more than 50 per cent from 1966.

The greatest organizing gains during the 2-year period were in unionized federal, state and local employees who increased 436,000, or about 22 per cent, to 2.2 million.

White collar union members advanced 434,000, or 14 per cent, to 3.2 million from 1966 to 1968.

The most remarkable percentage increases were made by the American Federation of Government Employees, 47.4 per cent, and the American Federation of Teachers, 32 per cent.

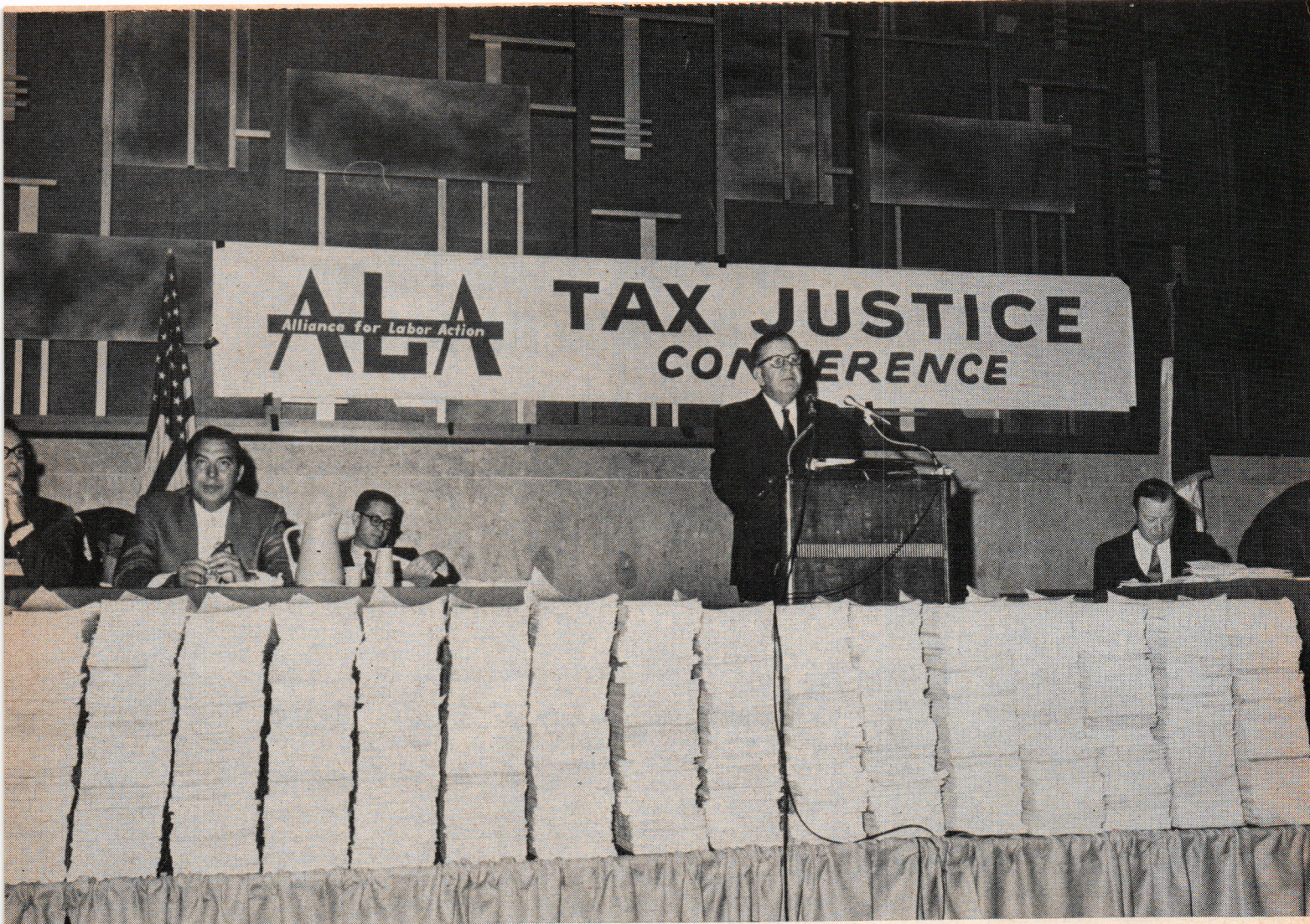
● In Montana

Teamster Joint Council 23 in Bozeman, Mont., recently passed a resolution urging the continuation of government training facilities which American Indians can attend to acquire the basics needed to qualify for work or to upgrade their skills.

Chicago Parade



James E. Coli (center), secretary-treasurer of Teamster Local 727 in Chicago, Ill., was chairman of the 1969 Columbus Day parade sponsored in the Windy City by the Joint Civic Committee of Italian Americans. Marching with Coli are (left to right): Lawrence Pusteri, parole board chairman; Illinois Gov. Richard Ogilvie; Coli; Chicago Mayor Richard J. Daley, and U.S. Rep. Frank Annunzio.



Teamster General Vice President Frank E. Fitzsimmons, flanked by petitions bearing signatures of 2,200,000 union members, addresses the ALA Conference of Tax Justice.

Fitzsimmons called for tax reform legislation which assesses taxes on ability to pay and which closes loopholes and preferential treatment for the wealthy and powerful corporations.

ALA Conference Demands Justice in Tax Reform Bill

SUPPORTED by the signatures of 2,200,000 union members, an appeal for tax justice was made to the U.S. Senate by the National Conference on Tax Reform sponsored by the Alliance for Labor Action and held in Washington, D.C., November 17th.

The Conference—attended by more than 600 delegates from the Teamsters Union, United Auto Workers and Chemical Workers—passed a resolution which stated:

“We urge the Senate to take a strong and uncompromising stand for tax justice and to help restore faith among the majority of taxpayers of this land by adopting a tax bill based upon the sound and equitable principle of ability to pay.”

Then the delegates from every state in the nation split into small groups and became “walking delegates.” They moved to Capitol Hill and visited their respec-

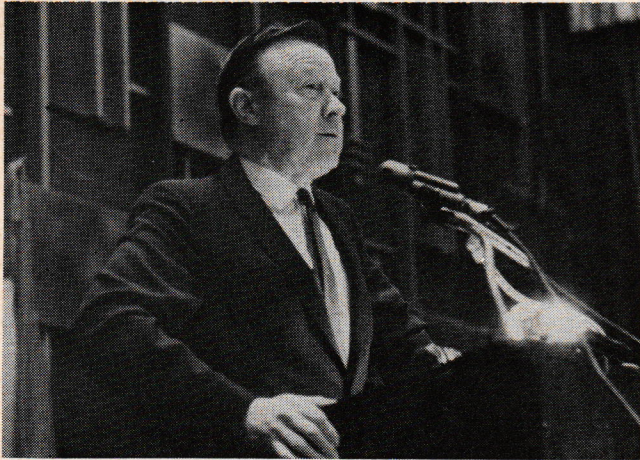
tive Senators to whom they presented an appropriate home-grown share of the 2,200,000 names collected on tax justice petitions.

Teamsters Union General Vice President Frank E. Fitzsimmons and UAW President Walter P. Reuther were co-chairmen of the ALA event which took place as the Senate neared consideration of the tax bill already passed by the House.

Fitzsimmons keyed the meeting with his opening remarks:

“We are meeting here today for one purpose—and one purpose alone: To demand that the Congress enact a meaningful tax reform bill based upon the American premise of fair play, and upon the ability of people to pay and according to the amount of benefits they derive from our economic and political system.”

Referring to the ALA goals spelled out at the found-



UAW President Walter P. Reuther, co-chairman of the ALA Conference on Tax Justice with Teamster General Vice President Frank E. Fitzsimmons, outlined the need for tax reform now, not at some later date on the legislative calendar.



Betty Furness, former consumer affairs assistant to President Johnson and now vice chairman of the National Committee on Tax Justice, enjoys a lighter moment with Teamster General Vice President Frank E. Fitzsimmons.

ing conference last spring, Fitzsimmons added: "This is our first public commitment not only to union people and workers but to the general public."

Talking about the need for some capital gains geared to human values and social concerns, Fitzsimmons declared:

"Let's have a depletion allowance for the working man whose ability to earn is depleted when he reaches old age—the worker who has not been able to provide for retirement because of a tax system which required him to pay his full share and part of the share of the wealthy."

Fitzsimmons told the delegates, most of them officers and business agents in their local unions:

"You are here today to work outside the collective bargaining framework. You are here today to take the message of America's working people to the members of the United States Senate.

"I know many of you very well. I have seen you at the bargaining table with employers, and you have a way of getting your point across so that management has no misunderstandings."

He emphasized: "I say to you today that you have a solemn obligation to negotiate with the Senate on the same basis. You have told management many times what the needs of your membership are. Today, go forth and with the same firmness, let the Senate of the United States know that the whole country needs tax justice and demands it now."

Fitzsimmons added: "This is your obligation to your membership and to the total community."

In conclusion, he said: "Put a little bit of the movement back into organized labor. Today, you are again walking delegates, and injustice has always fallen when union men and women walk for a cause. Go forth and do a job!"

Jack Moscovitz, executive director of the National Committee on Tax Justice, gave a detailed breakdown on the most flagrant loopholes in the tax law. His presentation gave delegates specifics to take to their senators.



Reuther, in his address to the Conference, stressed that "we want tax justice out of the current session of Congress—not a future session." He reminded the meeting that the nation was born of a revolt of taxpayers and therefore "we should not be reluctant" to continue this fine tradition if equitable tax reform is not passed by Congress.

Declaring that there is a "direct relationship between the ballot box and the bread box," Reuther urged the ALA participants to lay it on the line when speaking to their Senators later in the day.

He said congressmen must be made to know some basic facts:

"Wage earners understand that there are no economic Santa Clauses in the world. We're not looking for a Santa Claus. We're prepared to pay our share—but not the shares of wealthy individuals and corporations that escape their responsibility."

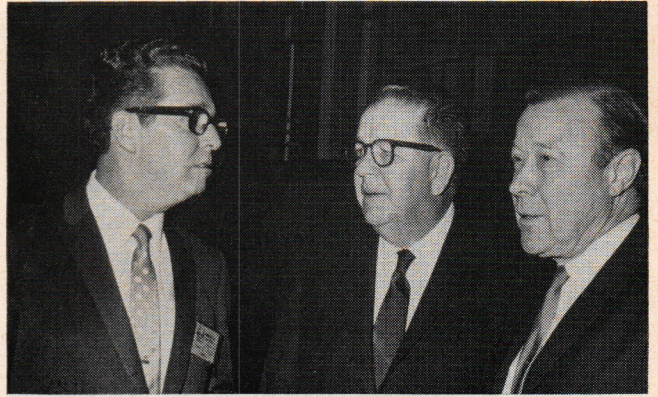
Noting that while the House of

Senator Walter Mondale (D-Minn.) told delegates that if we cannot reform the tax system so tax burdens are equal, the nation will become susceptible to appeals from demagogues from the extreme left and extreme right.





Odell Smith, president of Teamster Local 878, Little Rock, Ark., presents the ALA resolution on tax reform.



ICWU President Thomas Doyle, IBT General Vice President Fitzsimmons, and UAW President Ruether discuss agenda.

Representatives had passed a fairly liberal bill ("but there's still a long way to go"), Reuther said the Senate Finance Committee watered down the gains.

Calling for "picketline militancy" on the subject of tax justice, Reuther concluded: "Let's make this the beginning of an all-out fight to plug every loophole so that all will pay their fair share of taxes."

Thomas E. Boyle, president of the ICWU, in his first address to an ALA meeting since the Chemical Workers joined the alliance, commented that ICWU leaders "are confident they have done the right thing."

He said: "The single most critical concern to our members is the issue here today. Our members have had it—they want tax reform." He added that when ALA has achieved some success in Congress "we will have done a job for all working people, regardless of their affiliations."

Boyle concluded with encouragement to the delegates to "turn the heat on" the Senators.

Other speakers addressing the ALA conference were: Sen. Walter Mondale (D-Minn.); Betty Furness, former consumer affairs assistant to President Johnson and now vice chairman of the National Committee on Tax Jus-

tice and Jack Moscovitz, executive director of the latter organization.

Sen. Mondale attacked the present tax structure as one which rewards income from wealth and penalizes income from work. He said, "The average taxpayer in this country is getting cut up and there is no fairness or justice to it at all."

The Senator said that as a result of the unfair tax system, there is a growing feeling among Americans that the government is unable to be fair in anything.

He warned: "If we can't reform our tax system so that tax burdens are equal, then the nation will increasingly become susceptible to appeals from demagogues of the extreme left and extreme right."

Pointing to the stacks of tax justice petitions piled in front of the speakers' stand, Sen. Mondale concluded: "It's essential that the fact of these petitions be brought forcefully to bear on Congress. Politicians should know that they may suffer in the next election if they fail to vote for tax justice."

Miss Furness, subbing for an ailing former Senator Paul Douglas who is head of the National Committee on Tax Justice, called the Tax Reform

Act of 1969 now before the Senate "a product of the most intense public resentment against tax abuses that this country has ever known."

Citing case after case of tax abuse and inequity, Miss Furness said the National Committee on Tax Justice has urged Congress to enact the following reforms:

—Eliminate preferential treatment for all capital gains.

—Eliminate special deductions for depletion of oil and other minerals.

—Provide federal assistance to state and local bond issues instead of allowing a tax exemption on their interest.

—Withhold taxes on interest and dividends at the source as it is now done for wages and salaries.

—Provide tax relief for low and middle income families by providing a higher standard deduction.

Moscovitz gave a detailed breakdown of the most flagrant loopholes in tax law, including capital gains, oil and mineral depletion, state and local bond tax dodges, and accelerated depreciation on real estate.

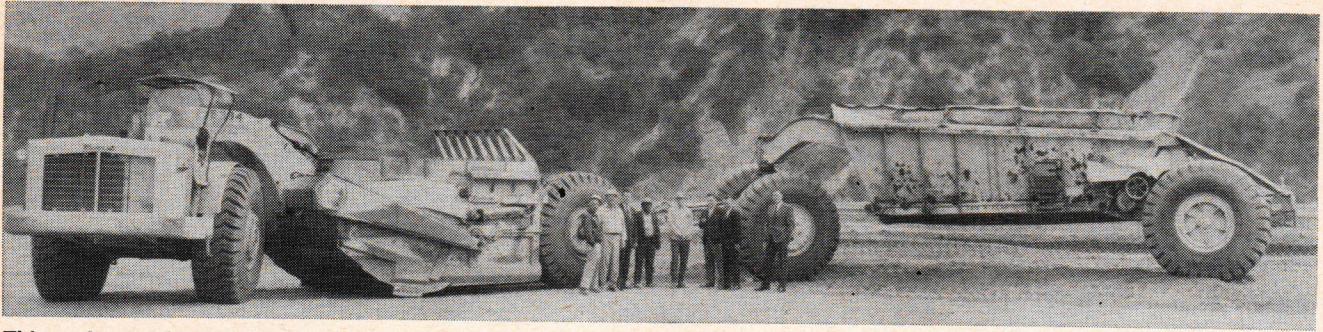
Altogether, the total loophole revenue loss in 1968 was more than \$12 billion on the record, but, Moscovitz stressed, nobody really knows how much revenue was lost to the U.S. Treasury.

Following a morning orientation session, delegates boarded busses to take their message to Capitol Hill.



Joe Bernstein, President Teamster Local 781, Chicago, endorses the ALA resolution.





This unit can haul 75 tons of dirt in flood control work. Teamster Local 420 members shown are (left to right): Hal Tippet, job steward; Art Banker, steward; Cam Farrell;

Ezue Kelly; Bob Doty, Local 420 business representatives Tom Long and Milt Miller, and Local 420 secretary-treasurer, Oliver Traweck.

In California

Teamsters Aid Flood Control With Earth-Moving Equipment

Modern earth-moving equipment operated by members of Teamster Local 420 is making it economically feasible to move millions of yards of sediment from behind flood control dams in Southern California.

The dams, such as Santa Anita and Big Tujunga, effectively prevent flood disasters below the canyons and flatland they protect. But over the years,

they slowly silt up until they no longer control the volume of water running off the mountains and watersheds of the Sierras.

That's where the Teamsters go to work to speed the flow of the sediment. Huge Euclid scrapers hooked to belly dumps carry the dirt from a belt line below the dams to a point downstream where it is used to fill

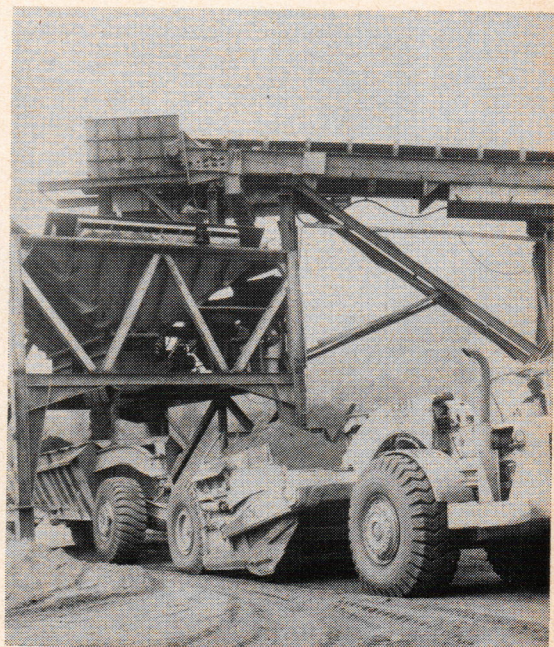
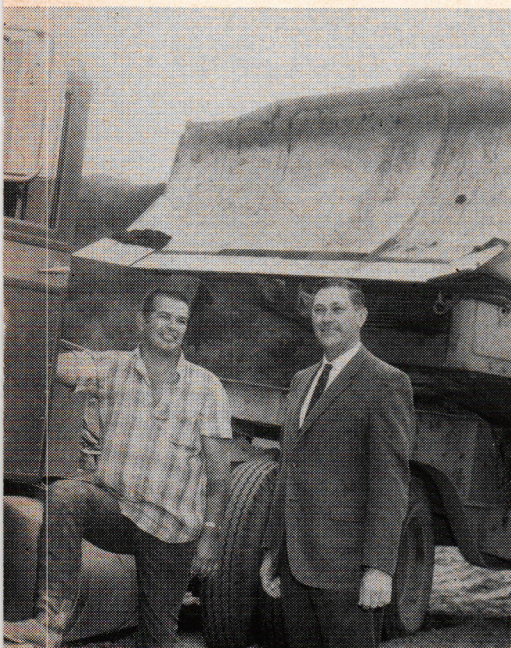
giant ravines carved out by rushing water.

In some cases, belt systems as long as five miles are used to take the dirt over terrain and obstacles that earth-moving equipment cannot traverse. It is a mammoth job but the Local 420 members have the know how and like the work.

Ready to haul a big cat bulldozer to another location is Huck Clearwater (left), talking over job conditions with Oliver Traweck, Local 420 secretary-treasurer.

Hal Tippet, job steward, handles this giant Euclid scraper with ease.

Art Banker, Local 420 member, waits for a full load of sediment from the belt.



New Approach

Teamster Labor Institute Graduates First Two Classes

THE INTERNATIONAL Brotherhood of Teamsters has launched a unique program of education in collective bargaining and union leadership for representatives of local unions, joint councils and area conferences with the graduation of its first two classes from the Teamster Labor Institute in Miami, Florida.

Teamster General Vice President Frank E. Fitzsimmons was personally on hand to give diplomas of graduation to the Institute's first two graduating classes.

Fitzsimmons called the graduates a "vanguard of new labor leadership" and praised them for taking time from

busy schedules back home to attend the classes and better equip themselves to represent the membership.

IBT Vice President Murray W. Miller, who also serves as vice president of the Labor Institute, was present for the first graduation ceremony and praised the work of the Institute and the interest of the students. Miller said that from talking to the students, he knew from their remarks that the Institute already is a huge success.

The Teamster Labor Institute operates on a year-around basis, and plans call for all full-time officers and full-time Teamster representatives to attend the school. Once all have at-

tended the school, courses will be upgraded and graduates will return for further instruction.

During the two-week course of instruction, the students completed a curriculum divided into three areas:

1. Local Skills: Public speaking and parliamentary procedures.
2. Administrative Skills: Psychology of union leadership, and the changing nature of the work force, in terms of age, more female workers and more workers from minority groups. Labor law is an important part of this area of instruction as is the psychology of work.

Sixty-six Teamster representatives were in the first graduation class of the Teamster Labor Institute. IBT General Vice

President Frank E. Fitzsimmons called the graduates a "vanguard of new labor leadership".



What Will We Face in The 1970's

Four members of the first graduating class of the Teamster Labor Institute addressed the students on the final day of the school on the theme, "What we

will face in the future?" The following are excerpts from their remarks:



Charles Winters



Jim Gallagher



Norman Goldstein



John Matika

Charles Winters, Local 276: We in organized labor created the psychology of the picket line. We are in conflict with ourselves when we talk about the 1970's and criticize the youngster in bell bottom trousers. When we talk about the 1970's, we had better know and understand what our jobs are and know how we are going to do them. We must reach out for the poor and the disenfranchised.

Jim Gallagher, Local 463: We must eliminate the fear in-

herent in the old-timer that if we teach the young anything, he will be after our jobs. What we have done in the past was apropos at the time, but we must make change and educate those who will follow us. This school will prepare us for the future. The nucleus of the union in the beginning was poverty, and we have that same nucleus today for future growth of the union.

Norman Goldstein, Southern Conference of Teamsters: Much of what we have learned

here proves again we must re-dedicate ourselves to social issues which we have failed to face in the past. We need better lines of communications and liaison, feeding information out into the field. We need to combine the knowledge of the various conferences so that all of us will be more up-to-date on the issues at hand. We need the manpower and the professional people to help us with the duties we must perform.

John Matika, Local 337: We

must look forward to drastic changes. Many of you remember the horse and buggy days, and you have seen the space age when we travel around the world in 80 to 90 minutes. You will face change in the future, and the question is: "Will you be able to cope with it?" This school is a step in the right direction. The by-products of the classroom work are a new feeling of brotherhood. The union has laid it out in front of you with this school—take the new tools home and put them to use.

3. Community Skills: Political education, and community and public relations are at the heart of this area of instruction.

Staffed with top notch professional educators in the field of labor-management relations, the IBT Labor Institute is located in a completely renovated building adjacent to the Everglades Hotel, in Miami, Florida.

The International Union bears the entire cost of the school, except for travel expense and evening meals. Students are housed in the Everglades Hotel and take their meals there.

Fitzsimmons told the graduates: "You represent to me a vanguard of new labor leadership, a group which has accepted the challenge of the times. You are a group which has

taken time out from a busy schedule to up-grade your skills and equip yourselves to better serve working men and women at a time when that representation taxes all of your resources, your abilities and your talents."

Fitzsimmons noted the plans of giant corporations to educate their executives to meet the challenges of the 1970's, and declared that the Team-

William Goode, Teamster Labor Institute director, teaches a class in the economics of collective bargaining as students take an active role.

A class in communications and public relations drew a lot of attention from Teamsters enrolled in the first class. The teacher is Harry Lee.





Looking over the classroom work cut out for them are (left to right): Warren W. Morse and Mrs. Sheila Jensen of the Western Conference and Norman Goldstein of the Southern Conference.

General Vice President Frank E. Fitzsimmons delivered "commencement" addresses for the classes at the Teamster Labor Institute and took pleasure in handing out the diplomas to the students.



ster Labor Institute will educate Teamster representatives to go into the 1970's and solve the problems of changing collective bargaining and union representation.

"I have great confidence," Fitzsimmons said, "that you here tonight will deal effectively with the problems of representing a discontented youth and that you will continue to represent those who are still in our unions who helped organize the Teamster movement in the beginning.

"I am confident that you will lead the way with new bargaining techniques, new ways to deal with conglomerates, that you will keep abreast of new methods of distribution and new approaches to needs of the membership, at a time when change is the order of the day," he said.

The General Vice President said that the graduates could return to their local unions, joint councils and area conferences "knowing that the International Brotherhood of Teamsters is a better union tonight because of

what you have accomplished here at the Teamster Labor Institute during the past two weeks."

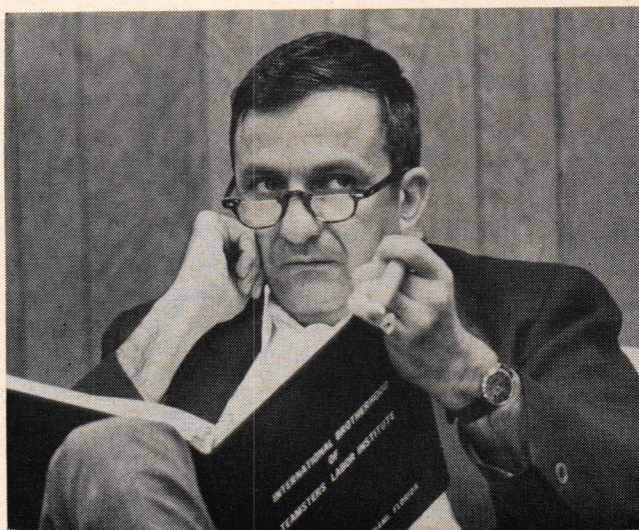
Listed below are the members of the first graduating class of the Teamster Labor Institute:

Leo M. Burke, Local 379; Ken Carroll, Local 688; James Cirillo, Local 560; Martin Gillen, Local 660; William T. Hogan, Local 714; Patty J. Landi, Local 782; John Matika, Local 337; Robert J. O'Brien, Local 781; Gid Parham, Southern Conference; John Rusnak, Local 507; Walter L. Sacharczyk, Local 339.

Lester C. Sanders, Local 568; Louis Smail, Local 769; George R. Suttle, Local 920; Jack Vierengel, Local 390; James H. Wheeler, Local 769; J. D. Albin, Local 270; Louis Amendola, Local 443; Charles R. Bryson, Local 688; R. B. Bunch, Southern Conference.

Jimmy C. Driggers, Local 769; James J. Gallagher, Local 463; Howard Jones, Local 745; John B.

Really thinking it over in the classroom is Norman Greene, business representative from Teamster Local 713 in Chicago, Ill.





The full class of students listened to a talk by a representative from the Miami, Fla., regional office of the National Labor Relations Board.

Markey, Local 614; Gordon Mears, Local 337; Norman R. Myers, Local 710; Arthur O. Napoli, Local 293; John James Neira, Local 641; Mrs. Elizabeth C. Norwood, Eastern Conference; Anthony G. Rossetti, Local 191.

Daniel Rubino, Local 560; John W. Wallace, Local 781; M. Ralph Dixon, General Organizer; Joseph M. Fabula, Local 557; Norman Greene, Local 713; Gerald Hogan, Local 660; Bennie R. Juarez, Southern Conference; Lawrence D. Kensli, Local 754; Vincent P. Miller, Local 379; Edward C. Mulvenna, Local 676.

James W. Rakowski, Sr., Local 330; Michael Ryan, Local 688; Billie B. Selby, Local 657; Alsa L. Shaw, Local 667; Joseph Thomas, Local 299; Thomas E. Wilson, Local 61; Charles D. Winters, Local 270; Arthur H. Zaniboni, Local 25; Ray Ashby, Local 332; Clifford Beach, Local 878.

Kenneth A. Cook, Jr., Local 781; Travis M. Dumas, Local 390; John R. Dwyer, Local 641; Norman Gold-

stein, Southern Conference; James J. Hogan, Local 714; Mrs. Sheila Jensen, Western Conference; Mitchel Ledet, Local 270; J. W. Morgan, Local 769; Warren W. Morse, Western Conference.

Raleigh Mull, Jr., Local 657; Thomas Null, Local 886; Bruce Obuchowski, Local 486; Robert O'Leary, Local 25; Fred H. Slocum, Local 710; W. C. Smith, I.B.T.; Bernard P. Parrish, Local 688.

Listed below are the members of the second graduating class of the Teamster Labor Institute:

Lyn Bateman, Local 337; Matt Boss, Local 731; Sam Brown, Joint Council 3; David Colclasure, Local 878; George P. Cooper, Local 100; Dan Darrow, Local 348; John J. Galligan, Local 177; Sylvan E. Hubrig, Local 74; Marcus Judd, Local 89; Ernest J. Martin, Local 638; Thomas E. Melms, Local 200; Billy Moffitt, Local 667.

J. C. Neel, Local 523; Paul B. Reynolds, Local 876; James Shissler, Local 107; Damon B. Stevens, Local

767; John R. Toti, Local 117; Roy D. Auston, Eastern Conference; John K. Bourque, Local 1150; Harry Carim, Local 627; William Feeney, Local 107; Tom Flynn, Local 710; Gail P. Francis, Local 353; Samuel Guedotti, Local 35.

Tod Jorritsma, Local 144; Ken Looper, Local 878; Steve Missonk, Local 926; Lloyd E. Patrick, Local 135; Ambrose Randazzo, Local 348; Ronald Reynolds, Local 876; Ernest C. Tate, Local 519; Edmond Thias, Local 144; Wayne L. Will, Local 383; Eugene J. Brown, Local 270; Robert W. Bryant, Local 523.

Daniel DeGregory, Jr., Local 926; Martin W. Fry, Local 186; Larry Gleason, Local 731; Lonzo Justice, Local 100; August Lacky, Local 33; Charles McLaine, Sr., Local 312; Harold W. Peters, Local 471.

Frank Rubino, Joint Council 41; Frank Stock, Local 7; Henry Wambach, Local 200; Kenton Wells, Local 769; Charlie Wilson, Local 337; Donald R. Nye, Local 878; Jerry C. Beatty, Local 490; Joseph Loport, Local 710.



Ready to march in to their first day's studies are these eager Teamster students. Classroom attendance was solid throughout the 2-week schedule.

What They Are Saying About The Teamster Labor Institute

The following are comments about the Teamster Labor Institute made by students on evaluation sheets upon completion on the course of instruction:

I feel that I have acquired a much broader awareness of the labor problems that exist, and as a result will try to build more positive thinking toward them.

I think I will be a better BA in all fields of my job. I am more aware of problems in other parts of the country.

Yes, I have discovered that we all have the same problems in every area.

I feel that education is getting to be a necessary requirement more and more. I feel that it is commendable of the I.B.T. that we are now seeking new tools for the office of BA.

I feel that we will all be better qualified than when we started. It tended to point out personal weaknesses and strong points of individual local unions.

All sessions were very good. They opened a lot of avenues of thought which should be very helpful in the future.

I feel I need more school—more talk with other BA's from other areas. I have always been proud to be a Teamster, now I have more pride in the International Brotherhood of Teamsters.

I will use the experience I received at the Labor Institute about every day when I return.

It will definitely have a bearing on how I look at my particular job in the future. Certainly this school has made me aware, more aware of what a great union we are a part of.

I think that I will be a better officer for my local and its membership from what I have been given here for the last two weeks.

I believe I will have a new approach on my job.

I will feel better qualified to go back to work and use what I have learned as it is needed. I am grateful for the concern of the International Union to help equip me to do my job.

I was impressed with the interest and also the quality of instruction, and the International Union recognition that is necessary for competent leadership.

I still think the I. B. T. is the greatest union in the world but can be improved.

Attendance at the I. B. T. Labor Institute has affected my attitude about the International Union because the school was created to help me—the student. I respect anyone who respects me.

I feel very serious about this school, and I will say that the instructors are, I feel, the best.

Helpful in many ways.

I feel I can do a better job, and I realize that business agents in other sections of the nation face problems similar to mine.

The school refreshes basic methods that have become routine, meeting new people and discussing local problems. The I. B. T. is striving to stay ahead of the times.

This institute is an excellent idea and with proper changes as experience is gained in the field of labor education this will become a sought after experience. Good luck to all the staff.

A big word I have learned is 'awareness'—awareness of problems in all phases of labor. I feel when a problem is created now maybe I can solve it using other people's solutions.

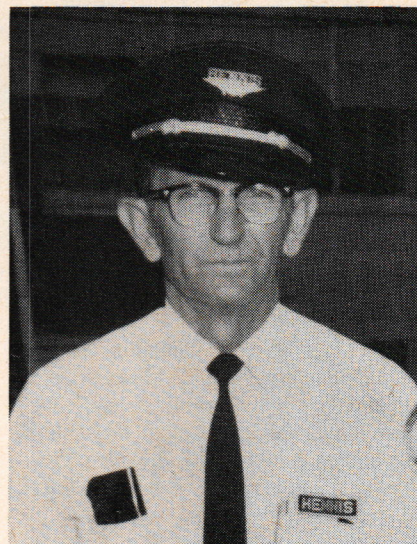
I think the teachers were all good. I would recommend this to any local union to take advantage of this class.

All instructors were good.

It proved to me that the I. B. T. is concerned about how well I perform my job.

Being new with the Teamsters, meeting with people from all parts of the movement was helpful. Classes promoted group talk—sessions that would never have happened in other meetings. I rate the school as a success for me.

Driver 'o' Year

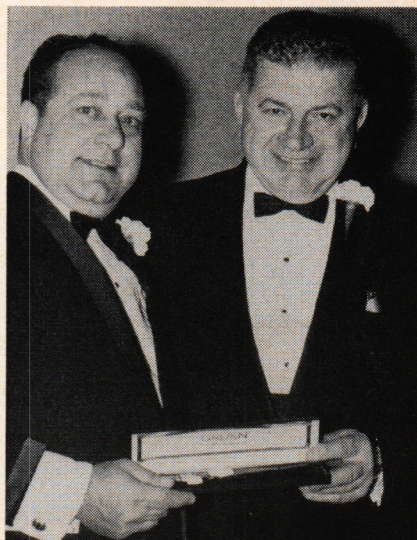


Sidney B. Clark, Jr., a member of Teamster Local 71 in Charlotte, N.C., and a longtime employee of Hennis Freight Lines, recently was named "Driver of the Year" by the Motor Transportation Assn., of South Carolina, Inc. Clark, who lives in Darlington, S.C., has a driving record of 2,100,000 miles without a chargeable accident.

New Quarters

Teamster Locals 85, 856 and 888 in San Francisco, Calif., have moved their headquarters into a new modern office building located near the city's famed Civic Center.

Help Boys Clubs



Teamster Local 102 of Rockaway, N.J., in conjunction with the Combined Boys Clubs of Newark, gave a testimonial dinner for Anthony Pizutelli (left), Local 102 recording secretary, with the proceeds going toward construction of facilities for boys' clubs. Ben Merker, Local 102 secretary-treasurer, presented a watch to Pizutelli.

European Visit

Mohn Represents IBT at Honor For Retiring British Laborite

INTERNATIONAL Vice President Einar O. Mohn represented the Teamsters Union recently at a dinner honoring Frank Cousins upon his retirement after long years of service as General Secretary of the British Transport & General Workers Union.

Traveling to London at the request of General Vice President Frank E. Fitzsimmons, Mohn exchanged views with trade union officials in England and also made a brief trip to the Scandinavian countries. Upon his return, Mohn made a report to the Teamster general executive board, relating some of his experiences. Following are some excerpts from his report:

"The working people of the countries I visited—England, Norway, Sweden and Denmark—do not benefit through organization to the degree that prevails in the United States. Their wage scales are considerably below ours and their conditions of work and fringe benefits leave a lot to be desired. . .

"I detected a growing recognition on the part of workers that they could improve their lot through affiliation with a trade union . . . The interests and goals of trade unionists abroad are identical to ours.

"Everywhere I went leaders were inquisitive about the Alliance for Labor Action and the part Teamsters are playing in this move to give greater impetus to organizing non-unionists and to assisting the impoverished and neglected in emerging from the abyss that we too often deplore but do extremely little to rectify.

"They also wanted to know how the Teamsters Union, even though it has been outside the AFL-CIO fold for a dozen years, has managed to show such remarkable growth in membership—now exceeding two million—during a period in which unions, with rare exceptions, have experienced declines. . .

"One conclusion I came to is that trade unionists, both in the United States and abroad, suffer through a lack of communication and personal visits with one another that permit a thorough discussion of common prob-



Einar O. Mohn

lems. I say this with all due respect to what existing international labor organizations do accomplish in bringing about better rapport and understanding among union leaders throughout the world."

Mohn recommended an exchange program to make it possible for union officials and members from one country to spend time with their counterparts of other countries occasionally.

Mohn said it was interesting to hear British labor leaders say that the Transport Workers Union has done well to alter its course and aggressively "seek to put more money into the members' pay envelope rather than concentrate heavily on political problems."

He continued: "Somewhat to my surprise, I discovered that few, if any, of the people engaged in services throughout England and the Scandinavian countries are organized or have real understanding of how trade unions could help them."

Mohn said countryside travel in Norway is impeded by narrow roads that Americans would consider inferior. He added: "This is not true of Sweden where trucks are quite common and there is a lot of traffic over good highways. Four-lane arteries abound in Stockholm where the docks are a beehive of activity and a good deal of industry flourishes."

Mohn said that "in none of the countries are people in a position to luxuriate in automobiles and such other things as television as do Americans."

The Teamster vice president discussed many other subjects, including the growth of conglomerates on a world-net basis, and stated: "More and more union members on both continents (Europe and North America) now are employed by the identical corporate entity, although perhaps under a different name, so why not consolidate our mutual interests to get wages and conditions that are more nearly uniform?"

Michigan Seminar

Looking pleased with the results of a health and welfare and pension seminar sponsored in Bellaire, Mich., recently by the Michigan Conference of Teamsters are (left to right): Morris Coleman, Local 337 recording secretary; General Vice President Frank E. Fitzsimmons; Dave Johnson, Local 299 secretary-treasurer; Rolland McMaster, Fitzsimmons' administrative assistant at Local 299; International Vice President Robert Holmes of Detroit, and Walter Schuler Local 337 secretary-treasurer.



Tender Loving Care

Local 232 Secretary-Treasurer Delivers National Christmas Tree

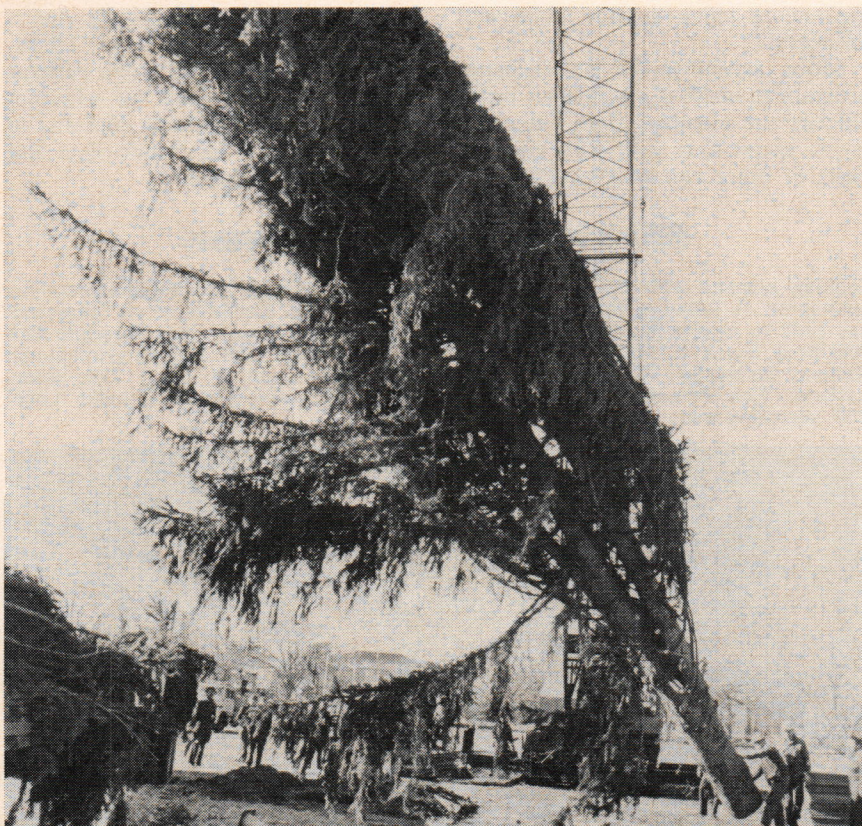
When the National Christmas Tree arrived in Washington, D. C., from the Adirondacks area near Glens Falls, N. Y., it had been given the tender, loving care of a Teamster behind the

wheel of the truck which transported it to the Ellipse in front of the White House.

George Pierce, secretary-treasurer of Teamster Local 232, was behind the



From left to right, George Rottingen, manager operations, and Paul Hillman, president of Fort Edward Express; and George Pierce, secretary-treasurer of Teamster Local 232. Below, workmen use a derrick to position the giant tree in place.



wheel, delivering the 75-foot Norway Spruce, a gift from the people of New York to the citizens of the United States. Fort Edward Express furnished the tractor-trailer on which the giant tree was transported.

The tree, 10 feet higher than originally estimated, will be decorated and on December 16th, President Nixon will push a button to light it in a traditional nationally broadcast ceremony on the park-like Ellipse in front of the White House.

Inside the White House, another impressive tree will feature the decorations for the first Nixon family Christmas as residents of the mansion. It is a 20-foot Fir, 17 years old, and cut at Chillicothe, Ohio.

Local 495 Wins Firing Case

The National Labor Relations Board in a recent decision upheld the trial examiner's finding that H. M. Parker & Son discriminatorily discharged Thomas Townsend because of his prominent role in an organizing effort by Teamster Local 495 of Los Angeles, Calif.

A wage increase granted by the company also was found unlawful because it was designed to discourage employee support of the union.

Townsend, a truck driver for the company which sells automotive parts and welding supplies wholesale, was allegedly discharged for disloyalty to the company and other complaints by the management. But the examiner ruled the reasons were pretexts to disguise the true motive for the firing which came immediately after a union organizational meeting at Townsend's home in the middle of a workweek.

The Board ordered the company to cease the unlawful conduct and make Townsend whole for any losses suffered and also offer him reinstatement to his job.

In answer to many requests to the International Union, we are pleased to announce that General President Hoffa may receive your Christmas Cards.

Address your Christmas Cards to:

**James R. Hoffa
Box 1000
Lewisburg, Pa. 17837**

House Testimony**Social Security, Health Care Improvements Urged by ALA**

CONGRESS WAS ASKED by the Alliance for Labor Action to enact improvements in Social Security and health care statutes befitting the times and needs of Americans.

Appearing before the House Ways and Means Committee in mid-November as co-chairman of the 4-million-member ALA, United Auto Worker President Walter P. Reuther urged that Congress:

—Enact a major increase in present and future income benefits for the 25,000,000 beneficiaries of Social Security.

—Enact a national health insurance program to assure every American access to the full range of preventive, curative and rehabilitative health services.

Speaking as chairman of the ALA Committee on Community and Social Action, Reuther delivered to the House committee the following specific recommendations:

1. Minimum monthly benefits under Social Security to reach a high of \$120 a month for a single worker and a high of \$180 a month for elderly couples by Jan. 1, 1972.

2. An immediate increase of not less than 50 per cent in current and prospective benefit payments, applicable throughout the range of covered earnings.

3. An increase, by means of several broad annual steps, in the contributions-covered earnings base to \$15,000.

4. Provision for automatic adjustments in benefit payments to reflect not only upward changes in consumer prices but also to enable beneficiaries to share in the growth of the American economy as evidenced by advances in real wages and improved living standards.

5. An immediate federal government contribution to the Social Security Trust Funds from general tax revenues and subsequent contributions from general revenues on a gradually increasing basis, ultimately sufficient to provide an equal sharing of costs among workers, employers and government—one-third each.

6. Increased benefits for an elderly

widow payable on the basis of 100 per cent of her deceased husband's entitlement.

In calling for a comprehensive national health insurance program, Reuther urged Congress to recognize that merely to provide additional financing for health care, without reorganizing the delivery of health services, would continue the present waste and escalating costs of health care and protection in the United States.

Auto Hits Teamster Samaritan

A member of Teamster Local 208 in Los Angeles, Calif., and a passing motorist were victims in a tragedy that occurred recently as they were trying to help an accident victim.

Ronnie B. Holland, a driver for Peerless Trucking, was trying with the help of a passing motorist to help a young woman out of her wrecked car. Holland had spotted the wreckage while on a night run.

Both he and the other man, Enrique Martinez, were struck by a pickup truck traveling at a high rate of speed. Holland was seriously injured and Martinez was killed.

A Hoffa Takes a Bride

James P. Hoffa, son of General President and Mrs. James R. Hoffa, is shown leaving the church with his bride, the former Virginia Sue Harris, following their marriage November 1, 1969. Young Hoffa is an attorney for the Michigan Conference of Teamsters, and has returned to his duties with the conference following the honeymoon.



Senate Passes

Credit File Protection Measure Sent to House of Representatives

A measure that would protect Americans from being damaged by inaccurate information about them in the files of 2,200 credit bureaus across the country has been passed by the Senate and sent to the House of Representatives.

Introduced by Sen. William Proxmire (D-Wis.), the bill was approved unanimously after little debate.

The proposed legislation would allow individuals to look into the files of credit bureaus to see what the record says about their bill-paying habits.

Also, credit agencies would be required to expunge from their files information more than seven years old, so that a person who changed his bad credit standing would not be penalized forever.

Proxmire called the Senate vote "the biggest consumer victory this year," while Sen. Wallace F. Bennett (R-Utah) said the need for the leg-

islation "has been greatly exaggerated."

In detail, Proxmire's bill provides:

—A person must be told when an investigation into his personal life or affairs is undertaken by a credit bureau.

—Credit files must be kept confidential and can not be given to a government agency without a court order.

—Agencies must, upon request, disclose to consumers the nature and substance of all information in their files about him.

—If the consumer challenges information about him, the agency is required to reinvestigate.

—Credit agencies must keep information up to date. For example, if it records a person's arrest, it must find out whether charges were subsequently dropped or whatever.

—Businesses which reject a request for credit, insurance or employment on the basis of a credit report must,

65 Catering Workers Won In Memphis

By a 57-to-1 vote, workers employed by Dobbs Houses, Inc., a division of Squibb-Beechnut, voted for representation by Teamster Local 667 of Memphis, Tenn., in a recent National Labor Relations Board election.

J. V. Pellicciotti, Local 667 secretary-treasurer, said the unit of 65 workers includes drivers, helpers, cooks and salad makers.

upon written request, advise the consumer to this effect.

—Consumers can bring civil suits to enforce compliance. Damages as high as \$1,000 plus attorney's fees can be collected.

—Anyone who gets information from a credit agency under false pretenses can be fined up to \$5,000 or jailed one year.

Retiree Writes Fitzsimmons

Dear Bro. Fitzsimmons:

I wish to take this opportunity to express my appreciation to the Teamsters Union for the many



benefits that I have received and especially for the pension I am now receiving. I was a member of Teamster Local 549 in Kingsport, Tenn., for 28 years and was employed by Mason & Dixon Lines.

Fraternally,
M. G. McConnell

Tom Healey

Boston Teamster Leader Dies After Heart Attack

Thomas C. Healey, for 24 years secretary-treasurer of Teamster Local 259 in Boston, Mass., died recently after suffering a heart attack during a union meeting. He was 60 years old.

Prominent among labor leaders in New England, Healey was the first man ever to be elected president for four consecutive terms of the Boston Central Labor Union AFL-CIO.

Besides his work as chief executive officer of the newspapers distributors union, Healey had served since 1950 as recording secretary of Teamster Joint Council 10 in Boston.

Healey began his career as a news hawker and became a circulation worker for the Boston (Mass.) *Record American* until 1946 when he was elected to office in Local 259.



Thomas C. Healey

DRIVE REPORT

Hearings Begin on Hazardous Freight Hauls

Legislative Backlog In Congress

"A remarkably unproductive Congress," are the words used by a White House aide to describe the 91st session of Congress now drawing to a close.

As of October 31, the House and Senate had passed 106 public laws, as compared to 391 laws in 1968, 349 in 1965 and 316 in 1957, to give examples. Numerous bills still await action before this session closes. Some of the legislation requires weeks of floor debate, while more is stalemated in committees.

And the bills are important ones—dealing with tax reform, Social Security, welfare, crime, education and appropriations.

Reform Measures

What are the reasons for this unfinished business? One reason lies in the fact that legislative proposals from the Nixon Administration have been in large part reform measures. President Nixon has been slower than previous administrations in submitting his legislative proposals.

Mr. Nixon sent three in January, four in February, four in March, seven in April, five in May, five in June, four in July, five in August, and three in September.

In addition, Congress took a three-week vacation this summer for the first time in its history. When the many new government educational and social programs requiring authorization from numerous committees are considered, as well as the partisan differences between a Republican White House and a Democratic-controlled Congress, it becomes apparent why the backlog of legislation has occurred.

Guest Speaker



Josephine Hoffa

Mrs. Josephine Hoffa, national president of DRIVE Ladies Auxiliaries and wife of General President James R. Hoffa, was the guest speaker at the recent Local 559 annual DRIVE and stewards banquet, in Hartford, Connecticut.

McGovern Calls For Letters On Tax Reform

Sen. George McGovern (D-S.D.) cited the need for taxpayer support of the pending reform bill recently and added that Senators engaged in the fight for tax justice "need an aroused and informed public behind us."

He said: "Especially, we need the help of those thousands of citizens who earlier in the year openly expressed their indignation over tax system inequities. If these citizens will again raise their voices, will again send letters and telegrams demanding tax reform, then I think this battle can be won."

Dangers To Cities Emphasized

"Over 50 cities and towns have had to be evacuated as a result of accidents involving hazardous materials." With this statement, Congressman Jack Brooks (D-Texas) opened hearings of the House Subcommittee on Government Operations. He continued to comment on "the urgent necessity to review regulations surrounding the transportation of hazardous materials."

That there is a lack of uniform regulations for the shipment of poisonous gases, explosives, chemical-biological agents, and radioactive materials becomes a growing threat to public health and safety in the light of increasing numbers of railroad and highway accidents. More than 8,000 accidents involving railroad-transported goods occurred in 1968, almost double the number in 1961. The number of highway accidents has also risen.

How many of these accidents involve materials classified as hazardous is unknown. No system exists to compile accident statistics and damage

(Continued on Page 26)

RTW Fails Again in New Mexico

The New Mexico Constitutional Convention recently voted 49 to 18 to reject a "right-to-work" provision in a proposed new state constitution. Voters will decide this month whether to accept or reject the final constitutional draft.

The defeat was the largest ever recorded on the anti-union RTW idea in New Mexico where the foes of the union shop have tried repeatedly to ram it through the state legislature.

HEW Says Drug Abuse Has Reached "Epidemic" Stage

Drug abuse in the country has reached "epidemic proportions", according to a report by the Department

of Health, Education and Welfare.

The report was cited in Congressional hearings on a bill authorizing \$29 million in federal funds for drug abuse education. The House of Representatives passed the bill by a 294 to 0 roll-call vote, and the bill has been referred for Senate action to the Committee on Labor and Public Welfare.

The provisions of the bill passed by the House called for federal grants to educational institutions and private and public organizations. The grants could be made for the development of curricula, the preparation of teaching materials, training for teachers and law enforcement officials, and community drug education programs for

parents. The bill also provides for the establishment of a coordinating council to work with other agencies, and an advisory committee to review applications for grants.

Hearings Begin

(Continued from Page 25)

costs. However, the Department of Transportation is in the process of setting up a centralized accident-reporting system covering all modes of transportation. Secretary of Transportation John A. Volpe has pledged to use all Department resources to correct what Representative Brooks termed an almost total failure to implement federal laws requiring safety in the transportation of hazardous materials.

How the Senators Voted On Judge Haynsworth, Jr.

Following is the Senate roll-call vote rejecting the nomination of Clement F. Haynsworth, Jr., to be an associate justice of the U.S. Supreme Court:

FOR THE NOMINATION—45

Democrats—19

Allen (Ala.)	Ervin (N. C.)	Jordan (N. C.)	Sparkman (Ala.)
Byrd (Va.)	Gravel (Alaska)	Long (La.)	Spong (Va.)
Byrd (W. Va.)	Fulbright (Ark.)	McClellan (Ark.)	Stennis (Miss.)
Eastland (Miss.)	Holland (Fla.)	Randolph (W. Va.)	Talmadge (Ga.)
Ellender (La.)	Hollings (S. C.)	Russell (Ga.)	

Republicans—26

Aiken (Vt.)	Cotton (N.H.)	Gurney (Fla.)	Smith (Ill.)
Allott (Colo.)	Curtis (Neb.)	Hansen (Wyo.)	Stevens (Alaska)
Baker (Tenn.)	Dole (Kan.)	Hruska (Neb.)	Thurmond (S.C.)
Bellmon (Okla.)	Dominick (Colo.)	Mundt (S. D.)	Tower (Tex.)
Bennett (Utah)	Fannin (Ariz.)	Murphy (Calif.)	Young (N. D.)
Boggs (Del.)	Fong (Hawaii)	Pearson (Kan.)	
Cook (Ky.)	Goldwater (Ariz.)	Prouty (Vt.)	

AGAINST THE NOMINATION—55

Democrats—38

Anderson (N.M.)	Harris (Okla.)	McGee (Wyo.)	Pell (R. I.)
Bayh (Ind.)	Hart (Mich.)	McGovern (S.D.)	Proxmire (Wis.)
Bible (Nev.)	Hartke (Ind.)	McIntyre (N.H.)	Ribicoff (Conn.)
Burdick (N.D.)	Hughes (Iowa)	Metcalf (Mont.)	Symington (Mo.)
Cannon (Nev.)	Inouye (Hawaii)	Mondale (Minn.)	Tydings (Md.)
Church (Idaho)	Jackson (Wash.)	Montoya (N.M.)	Williams (N. J.)
Cranston (Calif.)	Kennedy (Mass.)	Moss (Utah)	Yarborough (Tex.)
Dodd (Conn.)	Magnuson (Wash.)	Muskie (Me.)	Young (Ohio)
Eagleton (Mo.)	Mansfield (Mont.)	Nelson (Wis.)	
Gore (Tenn.)	McCarthy (Minn.)	Pastore (R. I.)	

Republicans—17

Brooke (Mass.)	Hatfield (Ore.)	Packwood (Ore.)	Smith (Me.)
Case (N. J.)	Javits (N. Y.)	Percy (Ill.)	Williams (Del.)
Cooper (Ky.)	Jordan (Idaho)	Saxbe (Ohio)	
Goodell (N. Y.)	Mathias (Md.)	Schweiker (Pa.)	
Griffin (Mich.)	Miller (Iowa)	Scott (Pa.)	

Nixon Gets Draft Plan Go Ahead

Congress has given the go-ahead to President Nixon on his proposal for a draft lottery to replace our present system of selecting men for military service.

On October 30, 1969, the House of Representatives passed H.R. 14001, which allows the President to effect his plan for a draft lottery, and on November 19, 1969, the Act was passed by the Senate without amendment.

H. R. 14001 repealed the section of the Military Selective Service Act of 1967 which prohibited the President from changing the system of selecting persons for induction into the armed forces. Under the President's plan, a registrant's period of maximum eligibility will now begin on his 19th birthday and end on his 20th.

At Random

Prior to each calendar year, all the dates of that year will be scrambled and drawn at random. The resulting list of days will be matched to the birthdays of nineteen-year olds to determine the order in which they are to be drafted. If a young man were granted a deferment, he would re-enter the list of those eligible at the time his deferment expired in the same order of sequence that he had originally been assigned.

Both the House and the Senate Armed Services Committee pledged to begin hearings in 1970 on a comprehensive reform of the military draft law. Typical of those who criticized the Administration's plan in favor of more sweeping reform was Senate Majority Leader Mike Mansfield (D-Mont.), who stated, "I am not in favor of the President's suggestion because I think it continues to penalize a particular group of youngsters and continues other inequities which are evident in the present law. The responsibility for serving falls to a large extent upon those in the lower income group."

Farm Workers Plight Seen In Florida Recruiting Move

A group of migrant farm workers answered a request in Texas to work on a farm in Florida. When they arrived, the workers found wages to be lower than they had been led to believe, and housing conditions to be woefully inadequate.

The Florida State Employment Service had been responsible for placing the recruitment order for the farm workers through the interstate facilities of the United States Employment Service. By regulations established by the Secretary of Labor, the state employment service was bound to have ascertained that the employer had met certain requirements, before ever placing such an order. These requirements included assurance that wages to be paid were not less than those prevailing in the area from which the workers were recruited, and that housing and facilities were available, hygienic, and not harmful to the lives, health or safety of the workers.

Suit Brought

One of the twenty-nine migratory workers, Peter Gomez, sought to rectify the situation. He contacted a sanitarian for the local board of health. Instead of seeking to have the employer, Naples Farms, abide by the regulations, the sanitarian threatened Gomez with a \$500 fine for each house the *migrant workers* failed to repair. The workers decided to bring suit against the state employment agency, the employer Naples Farms, and the county sanitarian.

The U.S. District Court for the Southern District of Florida dismissed a suit brought by the workers, holding that it had no jurisdiction to hear the case. However, the Fifth Circuit Court of Appeals has now reversed this decision, holding that on the basis of the workers' complaint, the District Court has jurisdiction to hear the case.

The Court states, "We start with the proposition that there can be no doubt that the regulations of the Secretary of Labor were intended to protect the interest of the workers." These regulations were issued by the Secretary of Labor under the 36-year old Wagner-Peyser Act which set up the federal-state employment service. The existence of the right of a federal court to hear this case turns on

whether the Wagner-Peyser Act and the regulations of the Secretary of Labor issued under the act "bestow rights that the workers may assert, and if so, whether the Wagner-Peyser Act created a federal remedy." For relief can be obtained through federal courts only if damage was done to a federal right that the federal courts are empowered to protect.

What Remedies

The Court holds that remedies for migrant workers *are* implied by the regulations issued under the Wagner-Peyser Act, if the purpose of the regulations—the protection of the migratory farm workers—is to be achieved. What then are these remedies?

To quote the Court, "It is unthinkable that Congress, obviously concerned with people, would have left the Secretary with only the sanction of cutting off funds to the state. Moreover, the private civil remedy is a method of policy enforcement long honored explicitly in statutes and by implication with the help of courts. Congress more and more commits to individuals, acting as a private Attorney General, the effectuation of public rights through relief to individuals."

Civil Remedy

The Court does not believe, however, that the migrants' claim is limited to an implied civil remedy under these migratory labor regulations. Under

the Civil Rights Act of 1871 and subsequent amendments, Congress has provided a civil remedy to those persons who are deprived "under color of law" of "any rights secured by the Constitution and laws of the United States."

Thus the case does come under the jurisdiction of the District Court, where it may now return to be tried.

Wanted: Air Pollution Control

A good argument for the need to do something about control of air pollution appeared recently in a statement by Daniel P. Moynihan, a special counselor to President Nixon:

"Most of our energy in the world today comes from burning fossil fuel. This is new. It did not happen on any major scale until about 70 years ago in the world.

"Fossil fuel sends carbon dioxide into the atmosphere. At the rate we are doing it we will increase the CO₂ content of the atmosphere by 25 per cent by the year 2000. This has the effect of a pane of glass in a hothouse, it raises the temperature underneath.

"If we get enough CO₂ in the air, it is perfectly possible that we will raise the temperature of the earth's atmosphere by seven degrees in the next 25 years. If we do, this will raise the level of the sea 10 feet and Philadelphia will be under water!"

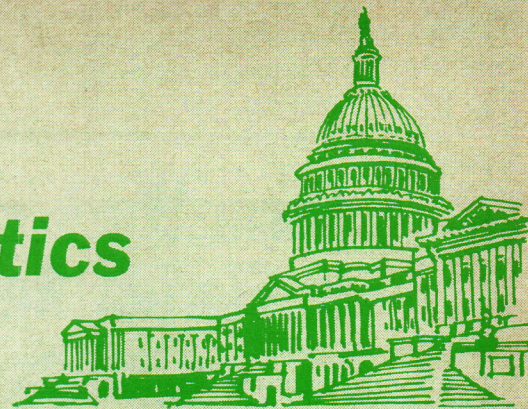
DRIVE Seminar



At a recent DRIVE seminar sponsored by Teamster Local 377 in Youngstown, O., Mayor Anthony B. Flask addressed more than 250 shop stewards and drivers to thank them for their support in his bid for reelection. Seated and flanking the mayor at the microphone are (left to right): Phil Richley, county engineer; Jimmy Simpkins, executive director of Ohio DRIVE; Abe Schwartz, Local 377 trustee, and Doonay Sammarone, Local 377 business agent. Standing, between Simpkins and Mayor Flask, is John Angelo, Local 377 secretary-treasurer. Members of a championship softball team sponsored by the union also are shown.



SPOTLIGHT ON Legislation and Politics



- Jobless Pay

The House Ways and Means Committee voted to continue excluding farm workers from unemployment insurance coverage and rejected labor-supported proposals to establish federal minimum standards on the amount of benefits. Coverage was extended to an additional four million workers, including some 200,000 agricultural processing workers.

- Federal Budget

Washington observers say that if the federal budget for next year can be kept below \$200 billion it will be a miracle. Experts say it can only happen if the Administration indulges in heavy cutting. The target surplus hope by President Nixon is \$5.9 billion.

- Conglomerate Study

The House Antitrust subcommittee held hearings in late November on the activities of the International Telephone & Telegraph Corp., (IT&T) in connection with its study of conglomerate mergers.

- Oil and Taxation

Treasury Secretary David M. Kennedy, in a recent address to the American Petroleum Institute, told the oil industry that in his opinion it could afford to pay the "extra taxes" that would be imposed on it by the tax reform bill pending in Congress. Most industries pay about 40 per cent tax. Under proposed legislation, oil industry tax would go from about 21 per cent to 26 per cent.

- Banking Restrictions

Banking industry lobbyists have been belaboring the White House in trying to undo the tightening of one-bank holding company restrictions proposed by the House Banking and Currency Committee.

- Interior News Conferences

Interior Secretary Walter J. Hickel has attracted criticism for having held only two news conferences in his first nine months on the job. Although meeting the press "on the road," Hickel has avoided meeting the Washington press corps formally in the nation's capital.

- Republican Prediction

Rogers C. B. Morton, chairman of the Republican National Committee, predicts a net gain of eight Senate seats for the GOP in next year's election. He also forecasts a possible "maximum" gain of 25 Republican seats in the House.

- Sen. Young to Retire

Eighty-year-old Sen. Stephen M. Young (D-Ohio) announced recently he would not seek a third term in 1970. He served four terms in the House of Representatives before being elected to the Senate in 1958.

- Under-21 Voting

Referendums will be held next year to lower the voting age to 20 in Nebraska and Maine, to 19 in Minnesota, Massachusetts, Montana, Oregon and Wyoming, to 18 in Alaska, Connecticut and Hawaii.

- Political Gifts

The federal government has stepped up enforcement of laws barring political gifts by companies and unions. Among the unions undergoing intensive probe is the Seafarers International Union.

- Agnew Blast

There was mixed reaction to Vice President Spiro Agnew's blast at the news media in late November. Some elements in the television news sections wanted to blast back, but most took a "forget it" attitude.

● Hospital Costs

Soaring hospital costs will continue to rise and reach the \$100-a-day mark for a room by 1973, according to a prediction by the American Hospital Assn.

AHA spokesmen, in presenting figures to the House Ways and Means Committee hearing on Social Security legislation, asserted that wages and salaries now account for 70 per cent of hospital expenses and expressed doubt there would be any decline in the future.

● Negotiated Wage Gains

Median first-year wage gains negotiated in major collective bargaining settlements amounted to 8 per cent in the first nine months of 1969, according to the Bureau of Labor Statistics.

The figure was an increase over the 7.2 per cent rate for all of 1968. The median gain in manufacturing—6.9 per cent—was unchanged from a year ago; but nonmanufacturing agreements were up to 10.4 per cent compared with 7.5 per cent in all of 1968.

● Medical Kickbacks

A Topeka, Kan., druggist testified before a House committee recently that hospitals and nursing homes are demanding and receiving "kickbacks" from drugstores for providing prescriptions under federal health programs.

Jacob W. Miller, an official of the American Pharmaceutical Assn., told congressmen that cash is passed "under the table" from drugstore owners to institutions to win lucrative contracts under Medicare and Medicaid.

He said the "kickback" demands are being made and met in every state with the result that druggists push up the cost of their drugs to meet the "cost" of operation.

● Pay Gains and Losses

The bulk of the nation's workers gained \$6.65 a week in pay the past year but lost \$6.78 to soaring living costs in the losing battle with inflation, according to the Labor Department's latest monthly report.

The average weekly paycheck of some 45 million workers dropped 86 cents in October. At the same time, total employment hit a new high of 78.6 million on a seasonal basis. There were decreases in the length of the work week and the amount of overtime work.

● Dollar Power

The Labor Department's new handbook on labor statistics cites this example how the purchasing power of the dollar has been affected in the last five decades:

In 1930, a five-dollar-bill could buy—three pounds of round steak, two pounds of cheese, 10 pounds of flour, three pounds of rice, five pounds of chuck roast, two pounds of bacon, one pound of butter, 15 pounds of potatoes, five pounds of sugar, one pound of coffee, two loaves of bread, four quarts of milk and a dozen eggs. There would be two cents left over for candy.

In 1968, the same five-dollar-bill could buy—two pounds and 13 ounces of round steak and two pounds of cheese. Nothing left over for candy.

● Wholesale Prices

Wholesale prices increased four-tenths of one percent last October matching the total gain of the previous three months, according to the Labor Department.

Higher-priced new cars were accorded part of the blame for the increase. Another explanation was that some manufacturers apparently are trying to score one more big price increase before customer resistance gets any stronger.

● Restaurant Sales

An official of the National Restaurant Assn., predicted recently that annual restaurant sales volume in the United States will grow from this year's \$41.6 billion to around \$75 billion in the next 10 years.

Richard W. Brown, NRA executive vice president, also predicted that menu readers in the next 10 years will see an increasing number of items built around textured soy proteins simulating beef, chicken, ham and bacon.

● Plant Construction

Government studies indicate there must be \$10 billion in construction during the next five years to bring municipal waste-treatment facilities to the point where they can keep even with the sewage pollution problem.

Under the present assistance program, at least \$5 billion of federal aid must be made available to be matched by cities and states—unless some other form of long-term financing is acceptable to Congress.

The present Water Quality Act expires June 30, 1971.

● GE Strike Backlash

Leaders of unions striking General Electric were infuriated when Labor Secretary George Shultz said in a television interview that—

He felt GE is “putting up so much resistance” because “they are feeling the effects of the Administration’s anti-inflation policy.” Shultz added:

“They can’t just raise their prices so easily. That means that their profits will be squeezed by a large wage increase. There’s nothing as likely to put back-bone into company negotiators as a squeeze on their profits.”

● Computer Careers

An estimated one million Americans are employed in the computer industry which is growing at the rate of better than 30 per cent a year.

There are 40,000 computers in use in the United States today. The figure compares with only 200 computers in use 15 years ago.

Of the total number of people working with computers, some 175,000 are programmers and 150,000 are systems analysts. The remainder are key punch operators, designers, engineers and related technicians.

● Wage Garnishment

The Wage and Hour and Public Contracts Division of the Department of Labor is making a study of the wage garnishment section of the Consumer Protection Act, which it will administer when the law goes into effect next July 1st.

Department officials say it is uncertain at this point exactly how the wage garnishment section of the law will be administered, but that the conclusion will be determined long before the statute goes into effect.

● Family Heads

The Census Bureau said recently that a 1968 survey revealed that about 11 per cent of the families in the United States were headed by women.

Altogether, the record showed there were 60.4 million families in the nation of which 5.3 million were headed by women. The figure included 4.0 million white families and 1.3 non-white families.

● Conglomerate Critic

Willard F. Mueller, once chief economist of the Federal Trade Commission for eight years, is a sharp critic of the conglomerate trend of corporate mergers.

Commenting on the conglomerate increase recently, he said: “The movement is not being propelled by technological forces promising to improve the efficiency, productivity, and the wealth of the nation.

“Rather,” he continued, “its mainspring consists of financial motivations that may benefit individual managers and stockholders, but do not promise a social dividend.”

● Small Business

An estimated 95 per cent of all the businesses in the United States fit the Small Business Administration’s definition of “small.”

A “small” business is a retail store doing less than \$1 million in sales, any wholesaler doing less than \$5 million in sales, or any manufacturer employing less than 250 persons.

Small businesses produce 40 per cent of the Gross National Product and employ an estimated 50 per cent of the work force.

● Tire Troubles

General Tire & Rubber Co., recently agreed to pay the government \$50,000 to settle civil claims arising from production of tires in alleged violation of the National Traffic & Motor Vehicle Safety Act.

Two sizes of General’s passenger tires failed to pass federal endurance tests last winter.

The company, insisting it has not violated the Safety Act, agreed to the settlement after learning that the government intended to submit facts to the Justice Department and seek civil penalties.

● Autos and Smog

Detroit auto manufacturers are complaining that while they may be able to meet California’s emission control devices set for 1972 to combat smog, it will be impossible to meet the requirements for 1974 unless standards are lowered.

Snarling the picture is a California scientist, Milton Farber, who is developing what he believes to be a simple answer to the problem. Says Farber: “I don’t think Detroit has any real scientists—just auto mechanics.”

● Rate Hike for RR's

The Interstate Commerce Commission has given approval to a 6 per cent freight rate increase as proposed by the nation’s railroads and says it will investigate the proposal later.

The ICC said the increase would be subject to refund if subsequent study shows the rate hike was not necessary.

Railroad spokesmen told the ICC that the increases would yield an additional \$600 million annually, an amount “sufficient only to defray in part” cost increases of about \$1 billion.

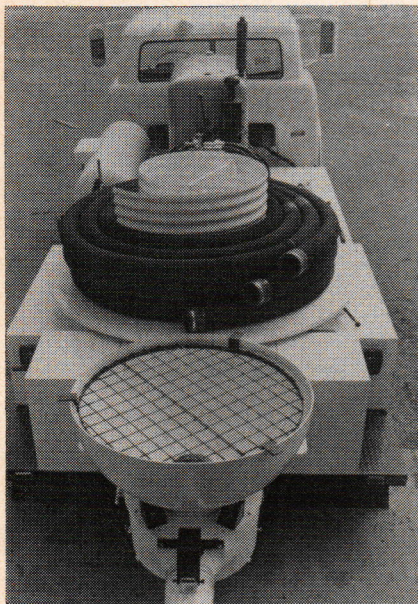
● Volpe on Railroads

Transportation Secretary John Volpe said recently the government is now involved in research on many designs for new rail transportation, and predicted that air-cushion trains will be operating in some areas within a few years.

He commented: “Some write off long-haul passenger service as dead. I don’t. I have changed my mind about it within the past year.”

WHAT'S NEW?

Concrete Pumper



A major producer of specialty vehicles has come up with this new idea for placing concrete where it is needed on the job site.

This new pumper is geared to handle any quality of concrete mix and will pump concrete through a maximum hose length of 750 feet, but carries a standard hose 200 feet long.

The idea of a concrete pumper reduces at least one major building problem, that of breakdown time caused by the rough terrain encountered by the standard ready-mix concrete carrier.

Mirror Defroster

A safety-minded Teamster driver has patented a unique idea to combat the problem of mirror obstruction caused by frosted side mirrors.

The invention utilizes $\frac{1}{4}$ inch hose attached to the heating system of the vehicle to divert warm air outside of the cab and into the rear surface of the mirror warming the backside of the mirror to keep the surface as clear as the windshield.

The system can be fully installed, according to the inventor, with less than two dollars worth of equipment.

Heavy Duty Battery

A new line of heavy duty batteries is being marketed this year aimed specifically at the taxi/police/fleet markets.

The new design and construction features which set this line of battery apart include; fortified ribbed separators for free electrolyte flow; glass mats to help retain active material in positive plates for longer life; high density positive paste to allow more material per square inch and expose more active material to electrolyte; heavy grids to resist overcharge and minimize buckling; and epoxy bonded plates for added protection against vibration.

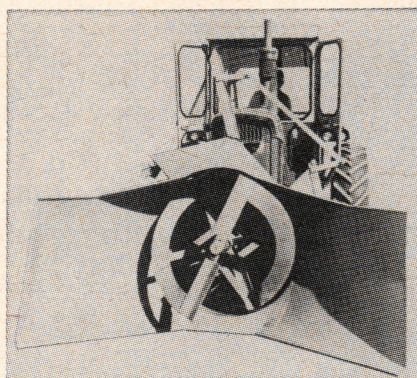
Engine Starter

For positive engine starts when the cold temperatures take their toll on weak batteries, an automotive supply manufacturer is offering four models of gasoline powered engine starters.

The models range in power from five horsepower to 10 horsepower. They all feature polarity protection and may be used universally on 6, 12, 18, 24 and 32 volt systems. Two of the four models feature electrical starters for the larger engines, while the smallest two models utilize spin starters.

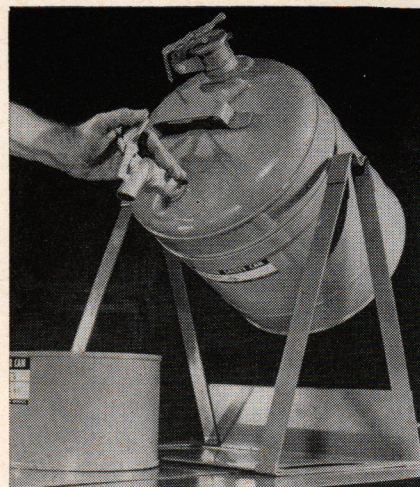
All models feature one year warranties against faulty parts or failure.

Snow Blower



The snow blower pictured above utilizes an extra heavy duty rotor parallel to the path of travel directly connected to a heavy paddle-type blower which throws snow either right or left as desired. The rotors come in sizes ranging from 22 inches to 42 inches.

Safety Container



A safety tilt can mounted on a sturdy frame for safe, convenient, time-saving transfer of flammable liquids into small containers has been developed by a major designer of safety products.

This container features a self-closing faucet, which eliminates loss through dripping, and a capped fill opening with a built-in vent for automatic pressure and vacuum relief during storage or draining. Both faucet and fill opening are equipped with flash arrestor screens to keep sparks or flames from entering.

Flow of liquid from the 5-gallon can is controlled by the amount of pressure on the faucet and the angle of the can itself. When dispensing of flammables is completed, the faucet closes automatically and the can returns to the upright position.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Sew and Sew

Neighbor to young bride: "Honestly honey, why is it that your husband is always walking around with half of his buttons missing?"

"Most of the time its because they aren't sewn on properly," replied the newlywed, "my husband is awfully careless about his sewing."

Sleepy Tale

A young novelist returned to the office of his publisher for his first appointment after submitting his manuscript. Unable to contain his enthusiasm, he immediately inquired of the publisher a summary of the impressions of his book.

"Very refreshing," replied the publisher, "very refreshing indeed. When I woke up, I felt like a new man."

The Last Laugh

A natty young man wheeled his new midget sports-car into his local filling station and decided to have a joke on the attendant. "Give me a quart of gasoline and a pint of oil," demanded the young man.

"Yes sir," replied the attendant, "and would you like me to breathe into the tires?"

Do It Now

Seeking to inspire his employees to go a little above and beyond the call of duty, the office manager of a large firm hung a number of signs throughout his business reading "Do It Now!"

A few weeks later, the manager was asked how his efficiency program turned out.

"Terrible," he replied, "the head bookkeeper eloped with the best secretary in the place; three typists quit after I refused to give them the raises they asked for; the factory workers went out on strike and the office boy went and joined the Navy."

Good Student

While recuperating from a broken leg, a young man we know decided to pass the time by trying to teach his new parrot a few words. He patiently began with the simplest words he could think of. Pointing to himself he said, "man."

The parrot dutifully replied, "Man."

Thrilled by the quick results, the young man tried a harder word, "Cracker."

The parrot quickly replied, "Cracker."

During the course of this particular lesson, the phone rang, and the young man clumsily attempted to reach it without his crutches. After several minutes the bedridden patient was unable to get to the phone before it stopped ringing and he angrily muttered to himself, "I wonder who in the heck that was."

To which the parrot replied, "If its the same guy who called earlier, I think he was selling life insurance."

A Loophole

A young bachelor was trying to think up excuses to his girl for postponing their impending marriage.

"Look honey," he said, "I'd be glad to get married, but the cost of supporting the government and a wife, too, is practically impossible."

Wisdom

The wisdom of New York cab drivers is a source of much humor. One of the best examples of this wisdom occurred recently when a passenger attempting to strike up conversation on his trip to the airport complained to the cabbie, "I wonder why they put these airports so far out?"

"Gee, I don't know Mac," replied the cabbie. "I think its cause they want it where the airplanes come in."

Power of Love

Two honeymooners were walking along the beach when the young groom, suddenly inspired by the romantic atmosphere of the surroundings, turned to the ocean and exclaimed deeply, "Roll on thou deep and dark blue ocean, roll on!"

His bride gazed at the ocean for a few moments then turned to her husband, "Oh, Harry, you're wonderful! It's doing it."

A Matter of Perspective

After listening for several hours as the boss berated the workers about efficiency problems that were cropping up in a major part of the plant, the men were glad to see the boss turn over the floor for suggestions from the group.

One of the spokesmen for the workers stood up bravely and said, "Well sir, earlier you were referring to bottlenecks in production. Now I have had quite a bit of experience with bottles, and it seems to me that the neck is always at the top."

FIFTY YEARS AGO

in Our Magazine



Vol. XVI

(From the December, 1919, issue of the TEAMSTER)

Number 12

Senate Rejects Open Shop After Sly Attempt To Pass

THE United States Senate has recorded its friendship for the so-called "open shop" by declaring that no union of government employees shall affiliate with an organization that strikes.

The declaration was rejected, however, when the appropriation bill to which it was attached went to conference between representatives of the two branches of Congress. The anti-union clause was not in the House appropriation bill and the conferees agreed to stand for law by eliminating this attack on the rights of government employees.

The Senate's action reveals the fallacy and hypocrisy of so-called "open shop" advocates and it endorses every charge of trade unionists that the so-called "open shop" is a subterfuge and a trick phrase to conceal an employer's lock-out of organized workers.

The measure would affect every trade union that has members working for the government and it would annihilate the unions of postal clerks, federal employees, railway mail clerks, letter carriers and other organizations. It was introduced by Mr. Myers, one of the Senate's luminaries when the subject is "law and order"—an after war "Americanism" that ignores profiteers and dollar patriots, but would silence the workers' discontent and smash their unions.

The measure was passed at a special night session of the Senate when twelve members were present. The vote was 7 to 5. As no one raised the point that a quorum was not present, the vote stands as the sense of the Senate.

Trade unionists have repeatedly shown to these senators that the American Federation of Labor has no power to call strikes and that this power is vested only in the union directly interested.

These claims are ignored by the anti-union lawmakers, who declare they will renew their attempt to lock out trade union employees of the government.

Unionism—The Most Neglected Business

Of all the different classes of business the one that is neglected more than any other by its owners is the union business. If the average business man would neglect his business as the average union man neglects to attend to his union meetings and its business transactions—which is every wage worker's business—he would go into bankruptcy in a very short time.

The only reason that a great number of unions do not go out of existence is because there are a few men in the union who realize that the trade union movement is the only way to a better world; that the trade union movement can and does get them improved conditions now, and he doesn't have to wait until after death to live in a better economic life—to get a little bit of heaven on earth—nor does he have to wait until he elects some petty

Army Begins Mechanization Horses and Mules Sold

Dallas, Tex.—Demobilization of the army mule and horse is going forward rapidly, according to figures on government sales just compiled by C. O. Moser, live stock inspector of the purchasing quartermaster. The figures show that during the war the government bought 115,000 head of horses and mules at a total cost of \$27,000,000 in the southern and central purchasing zones. When hostilities ended the government owned about 500,000 head of horses and mules, 300,000 in the United States and 200,000 in France, only 7,000 of the latter number having been shipped from this country.

Cavalry horses cost the government an average of \$165, artillery horses \$190 and mules \$190, according to these figures.

politician who is a member of a party that claims to be the "savior" of the working class, and trust to luck that he may prove true to his promises.

How different conditions would be if every union man and woman would realize that the union hall is where their business place is located. How different things would be if every union man and woman would talk about their business (the union) as much as their employer talks about his business.

We are sure if the union man and woman would be just half as much interested in their business as the employer is in his it would not be long before this world would see the end of his miseries; the end of struggling mankind slaving with might and main to make a bare existence; the end of a system that works the life out of young children before they

mature into manhood and womanhood; the end of a system that allows the few to have everything in life while the many are living in endless misery.

The labor movement does not lack for men who can point out the promise of the future. What it too frequently does lack is the man who remembers and respects the lessons of the past.



Correspondents writing matter for the magazine should write on one side of paper only and separate from all other business. Address all communications to International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Daniel J. Tobin, President and Editor, Room 211, 222 E. Michigan St., Indianapolis, Ind.

Peace on Earth Good Will Toward Men

